

daylesford ORGANIC

GENDER PAY GAP
2021



IMPACT OF COVID-19

The calculation for this report is based on employee earnings in the pay period of 5th April 2021 (known as the 'snapshot date').

The Covid-19 pandemic had a considerable effect on our business and, from December 2020 through to late spring, some areas of our business were required to close in line with Government guidelines. As a result, the company accessed the Job Retention Scheme and this impacted the number of employees at work and measurable for the purposes of Gender Pay Gap Reporting. Therefore, the calculations in this publication are not comparable to previous years, instead, they reflect the employees who continued working throughout the pandemic on the snapshot date.



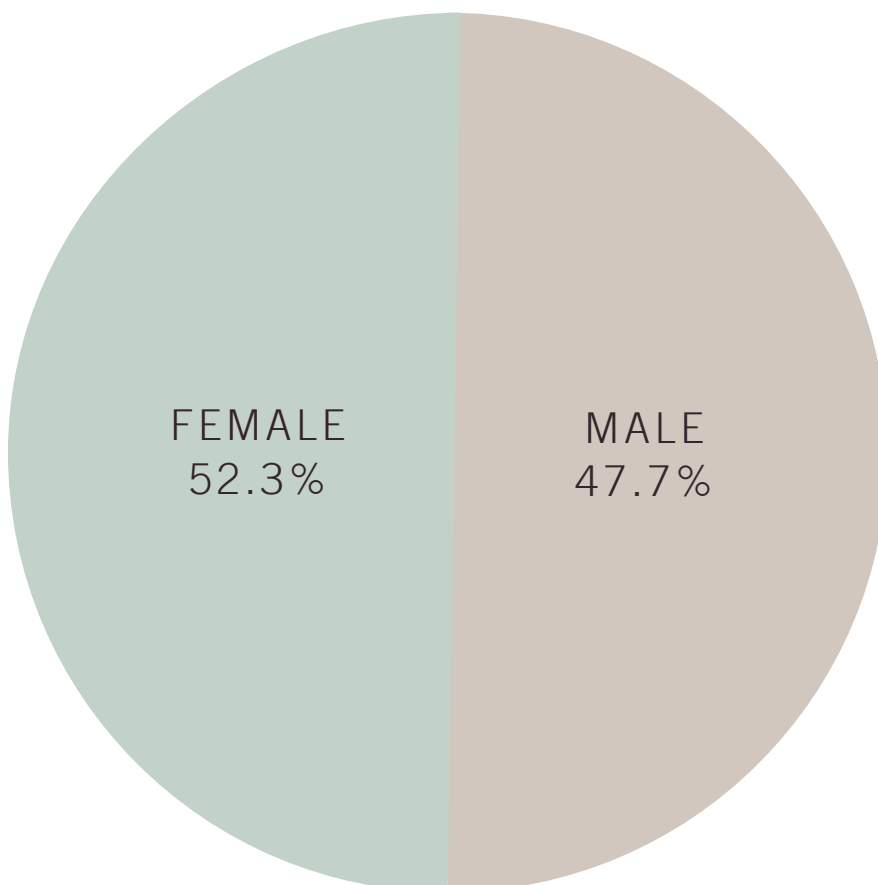
At Daylesford Organic we are committed to a balanced workforce, treating our employees fairly and with opportunities for everyone.

THE GENDER PAY GAP REGULATIONS REQUIRE THE REPORTING OF:

- The differences between male and female mean and median pay, and mean and median bonus pay
- The distribution of genders within four pay band quartiles
- The proportion of men and women receiving bonus pay in a year

All organisations with 250 or more employees are required to publish these statistics.

PROPORTION OF FEMALES AND MALES IN OUR WORKFORCE



At the snap shot date, we had a close split of male and female employees in the business.

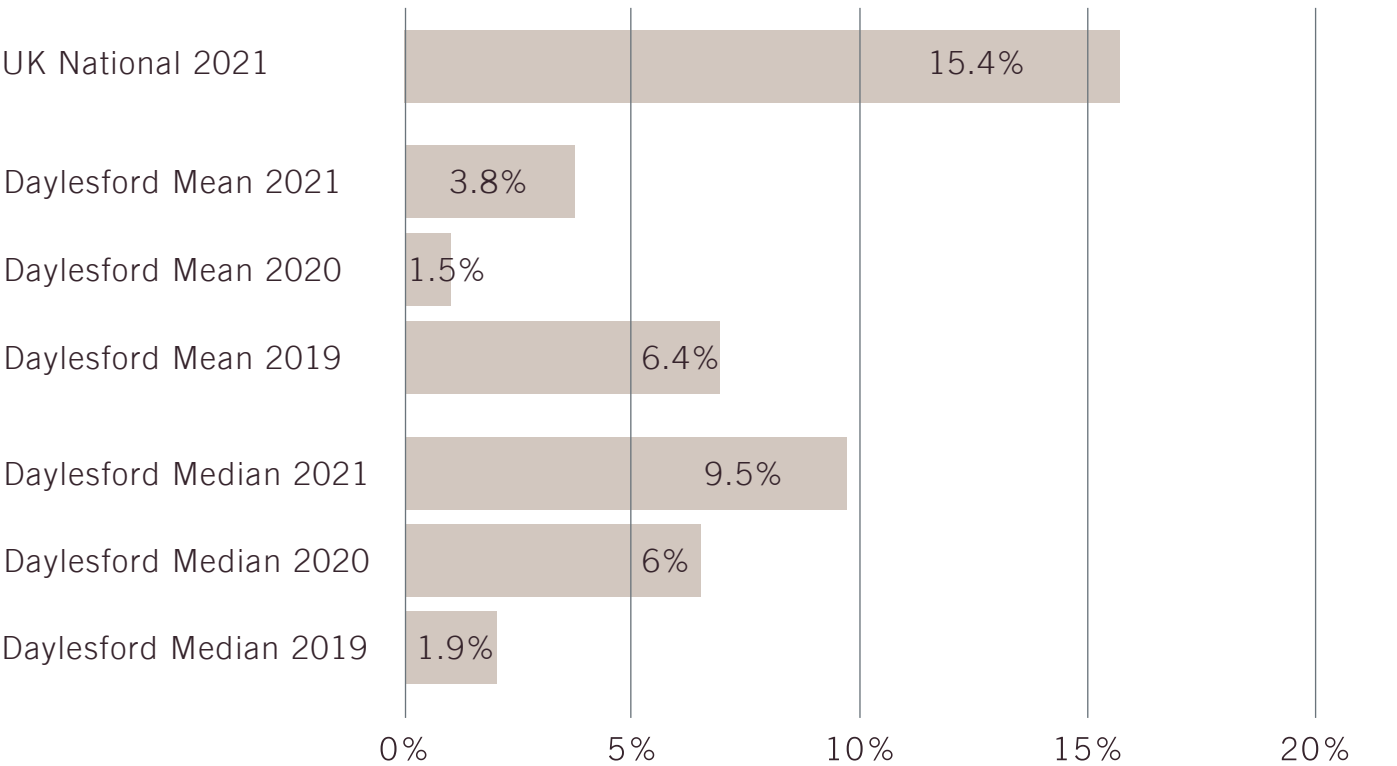
GENDER PAY GAP AND GENDER BONUS GAP

(Difference between Men and Women)

	MEAN	MEDIAN
HOURLY PAY	3.8%	9.5%
BONUS PAY	53%	0%

DAYLESFORD COMPARISON TO THE UK'S NATIONAL GENDER PAY GAP

For comparison, the UK's national gender pay gap is above Daylesford's figure.



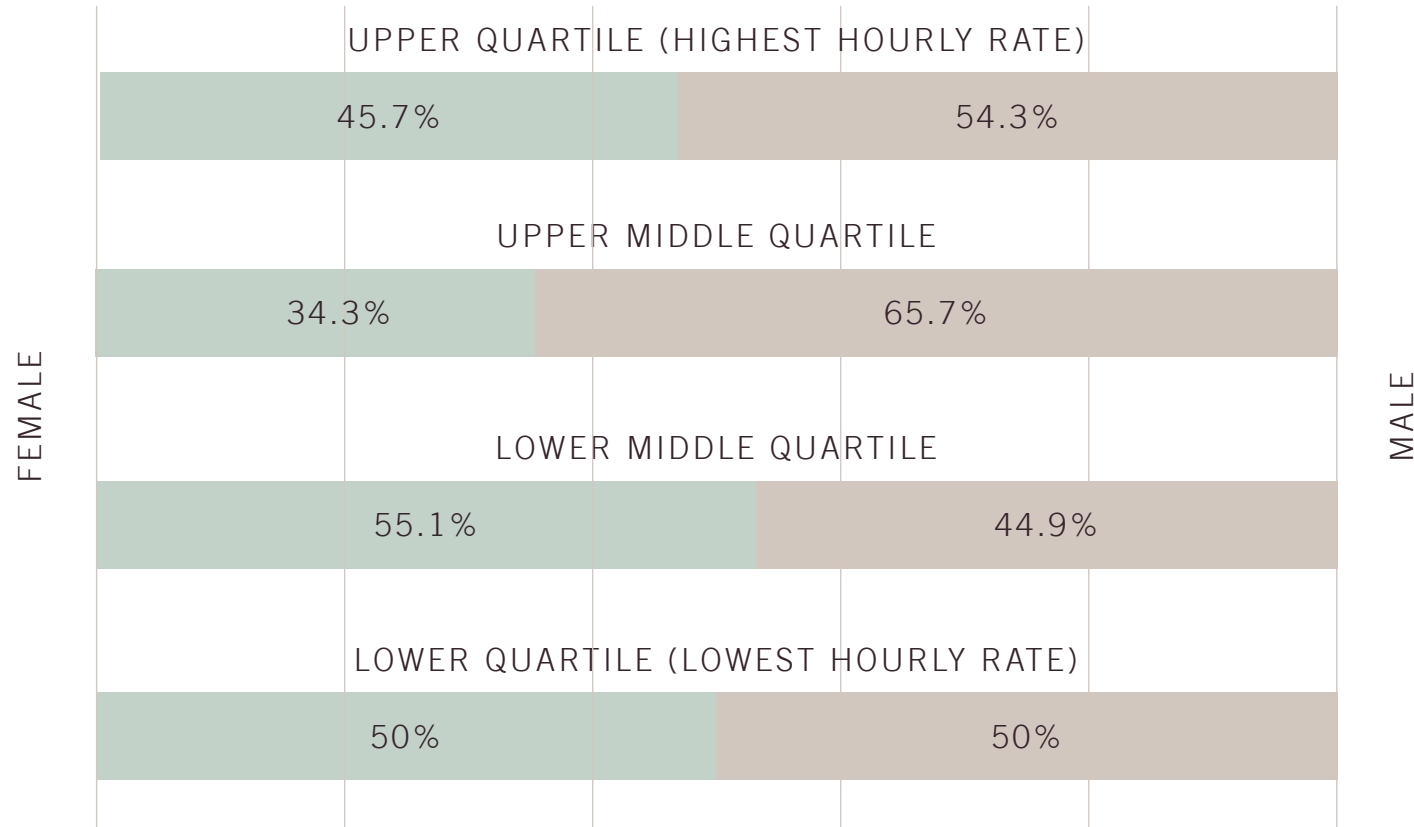
PROPORTION OF MALE AND FEMALE EMPLOYEES RECEIVING A BONUS

Over four fifths (82.1%) of our employees received a bonus*

*Bonus payments are not applicable to those working their notice or with less than 3 months service, regardless of position.



PAY QUARTILES



I confirm that the above pay gap calculations are accurate

NICK FLETCHER

CEO DAYLESFORD ORGANIC LTD

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