

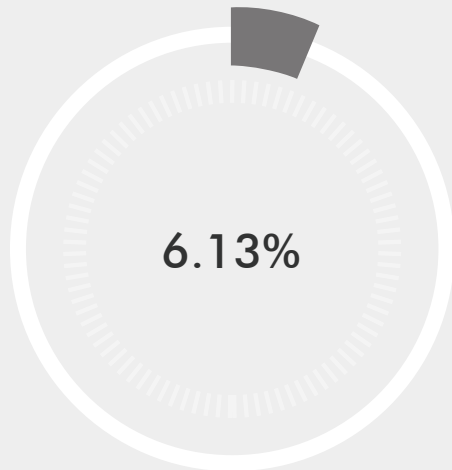
OLIVER BONAS

# Gender Pay Gap 2025

## Summary

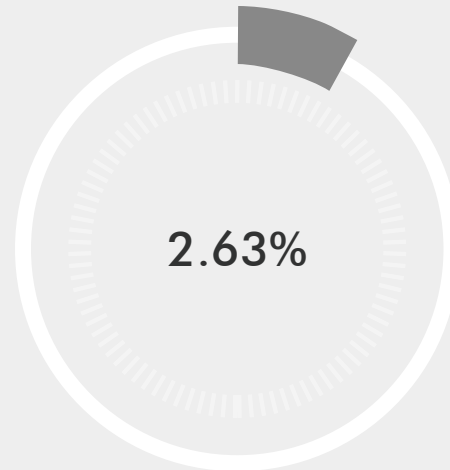
Having carried out the gender pay gap calculations looking at the 'snapshot date' 5th April 2024, we have reviewed our gender pay gap performance between 2024 and 2025. Our analysis reveals a significant improvement in gender pay equity, with both mean and median gaps narrowing substantially.

MEAN:



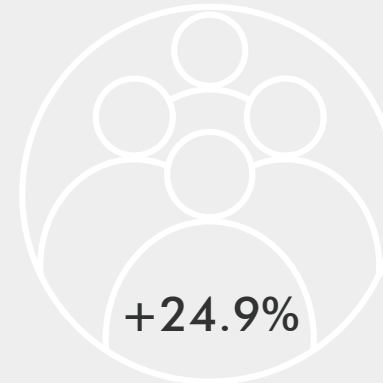
vs 10.12% in 2024

MEDIAN:



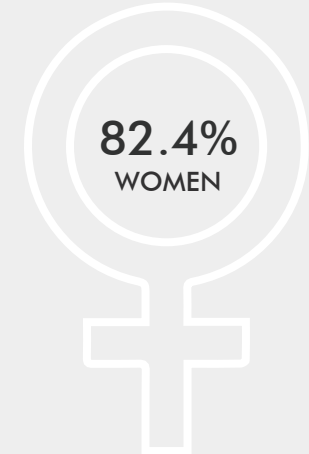
vs 8.57% in 2024

TOTAL WORKFORCE:



The snapshot grew from 591 to 738 employees

GENDER REPRESENTATION:



Gender representation shifted vs 82.6% in 2024

## Key Observations and Gender Pay Gap Metrics



Substantial reduction in both mean and median pay gaps - indicating improved pay equity. This is due to us increasing our store and warehouse Team Member rates and continuing to keep these above the National Minimum Wage.



Women's pay increased faster than men's across both mean and median measures. As many of our store team members are female, the impact of increasing our store Team Member rates has positively impacted a larger proportion of our female workforce.

METRIC	2024	2025	CHANGE
Mean Gender Pay gap	10.12 %	6.13%	-3.99%
Median Gender Pay Gap	8.57%	2.63%	-5.94%

## Key Observations and Gender Pay Gap Metrics



Dramatic improvement in bonus equity - mean bonus gap reduced by over 10%  
Our bonus equity has been impacted by the introduction of an additional bonus scheme for management roles, as well as keeping our Profit Related Pay scheme which is open to all permanent team members. However, we acknowledge there is still room for improvement in this area.



Overall pay increases for both genders, reflecting business growth and annual pay reviews and benchmarking

METRIC	2024	2025	CHANGE
Mean Bonus Pay Gap	30.92%	20.49%	-10.43%
Median Bonus Pay Gap	62.19%	55.74%	-6.45%
Men Receiving Bonus	83.08%	83.47%	0.39%
Women Receiving Bonus	84.44%	83.56%	-0.88%