



Finlays UK Gender Pay Gap

April 2023 Data

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Gender Pay Gap at Finlays



Finlays is committed to building a workplace where the talents and skills of all are valued and nurtured. Across our business, people are central to everything we do so it is critical we support them to thrive and the work we are doing to eliminate our UK Gender Pay Gap is an essential part of making this workplace a reality.

Progress in 2023 most notably included the establishment of clear governance, roles and accountabilities for the People pillar of the Finlays 2030 Sustainability Strategy. The Our People Pillar is made up of five focus areas or domains: Metrics, Women in Leadership, Diversity & Inclusion, Human Rights and Living Wage.

The work of our UK businesses on the UK Gender Pay Gap will going forward sit within the 'Women in Leadership' domain. This will ensure it continues to get the focus and support it needs whilst enabling us to begin the work to eliminate the gender pay gap across all our businesses.

Tamie Hutchins, Group HR Director



What is the Gender Pay Gap?

The Gender Pay Gap is the difference in pay between all the men and all the women employed at Finlays, explained through two measures, the mean pay gap and the median pay gap. It is influenced by a range of factors, including the demographics of the business as a whole or the demographics of the division.

MEAN PAY GAP:

The mean pay gap is the difference in the average hourly pay for all women compared to all men within Finlays.

MEDIAN PAY GAP:

The median represents the middle point of the population. If we separately listed out the pay of all males and all females in Finlays, from highest to lowest, our median pay gap is the difference between the middle female's pay compared to the middle male's pay.

It is different from equal pay, which is about a man and a woman receiving equal pay for the same or a similar job.

Finlays is committed to building a work place where the talent and skills of all are valued and nurtured

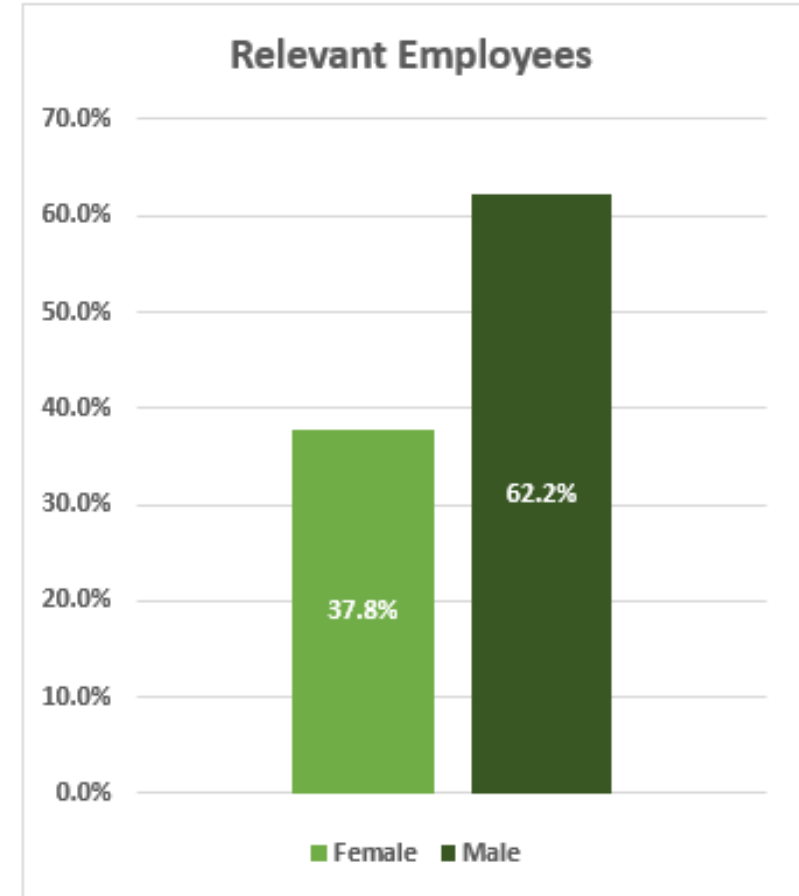
Finlays in the UK

We refer to all of our UK businesses as:

1. **James Finlay Limited** - our global head office based in London
2. **Finlay Beverages Limited** - our largest manufacturing site in the UK, based in Pontefract
3. **Finlay Hull Limited** - our smaller manufacturing site in the UK

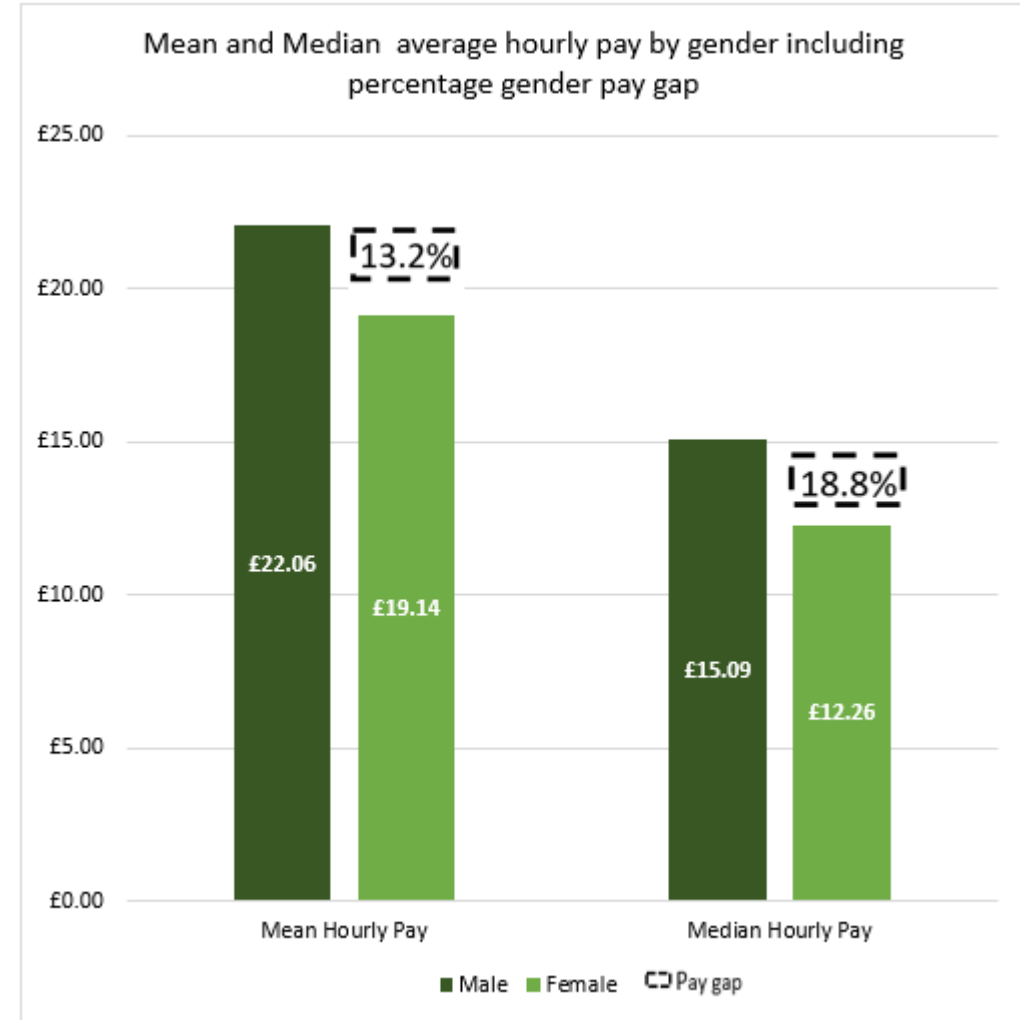
Looking at our total workforce (362) in the UK as at 5th April 2023, 349 (217 - 62.2% male & 132 - 37.8% female) were deemed relevant employees for the purpose of gender pay gap calculation. These are employees on full pay as at the snapshot date.

Data in this report will be shared as Finlays where all three divisions are included or by the specific Division name., where it relates to only one.



Finlays - Pay Gap

- Our 2023 mean gender pay gap at Finlays is -13.2%. In monetary terms the mean hourly difference in ordinary pay is £2.92 in favour of men.
- Our 2023 median GPG is -18.8%. In monetary terms the median hourly pay difference is £2.83 in favour of men.



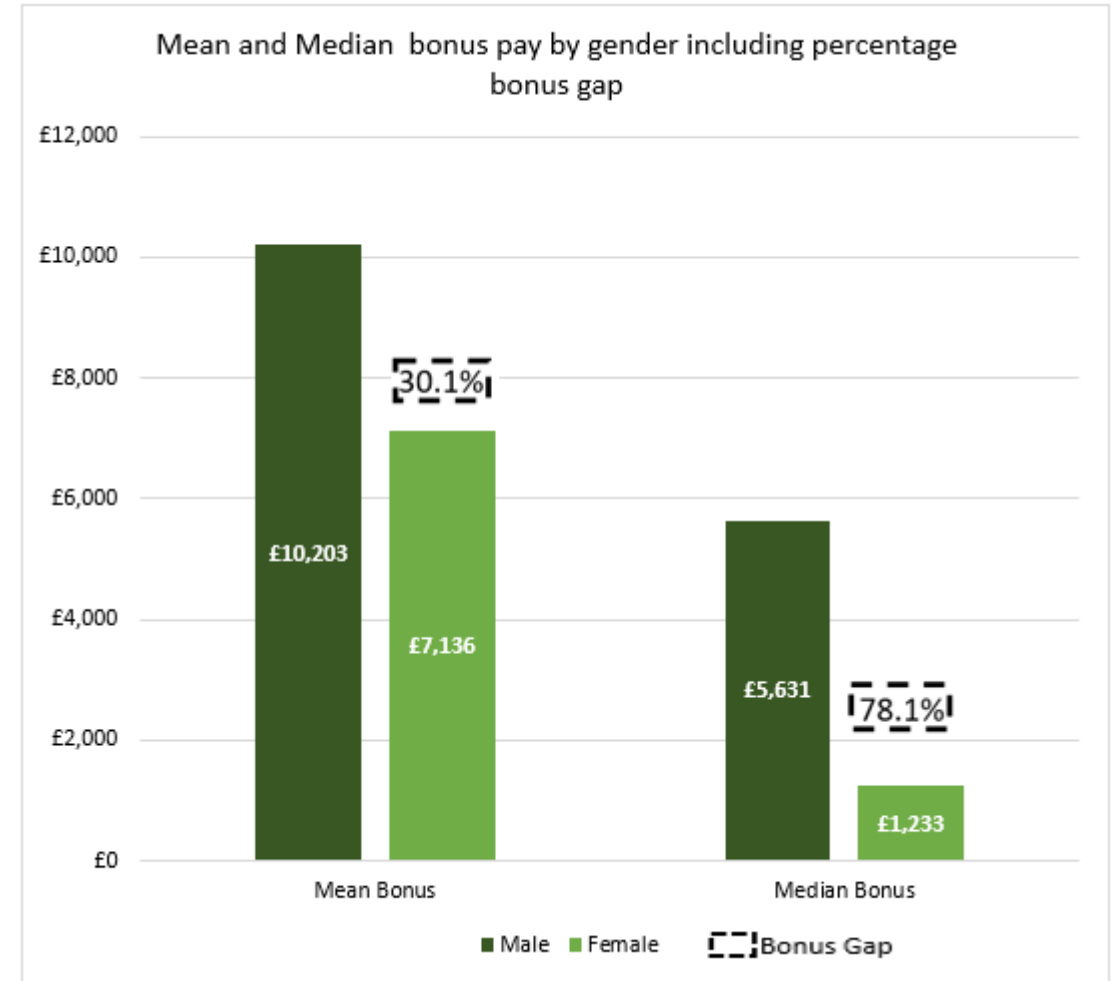
The National Gender Pay Gap in 2023 has decreased to 14.3% from 14.4% in 2022

*source: [Gender pay gap in the UK - Office for National Statistics \(ons.gov.uk\)](https://www.ons.gov.uk/gender-pay-gap)

Finlays - Bonus Gap

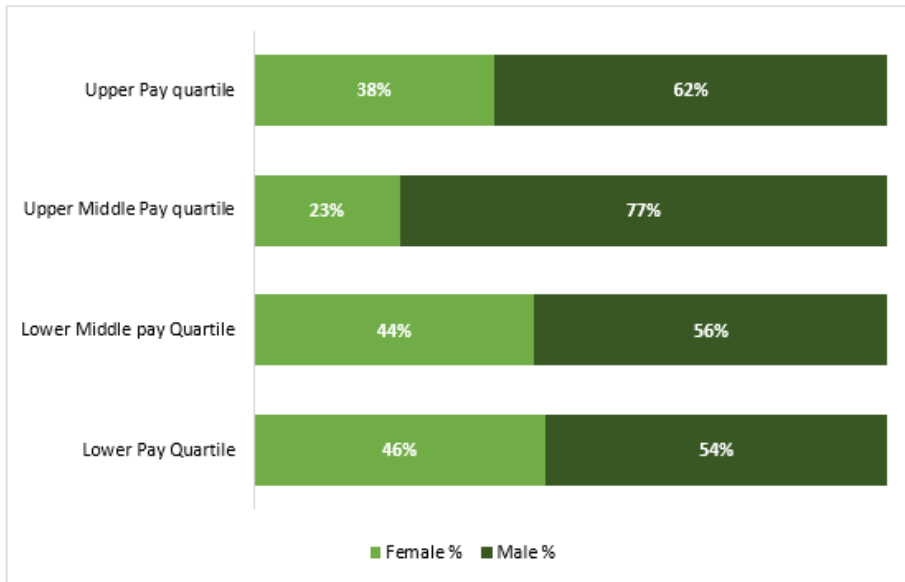
(Bonus & Long Service Awards)

- The bonus gap reflects payments of long service awards and performance bonuses. Payment of performance bonus's are reliant upon the achievement of budgeted business unit financial returns
- Our mean bonus & long service award payments for men is 30.1% higher than that of women
- Our median bonus & long service award payments for men is 78.1% higher than that of women
- Our bonus pay gap reflects the fact that we have a number of different bonus and long service schemes across the UK. A general staff and management bonus scheme applies to all UK sites and a site production bonus scheme which is unique to Hull employees. Our Hull bonus scheme is smaller in value than our UK wide staff and management scheme. Similarly, the values of long service awards vary across the UK businesses

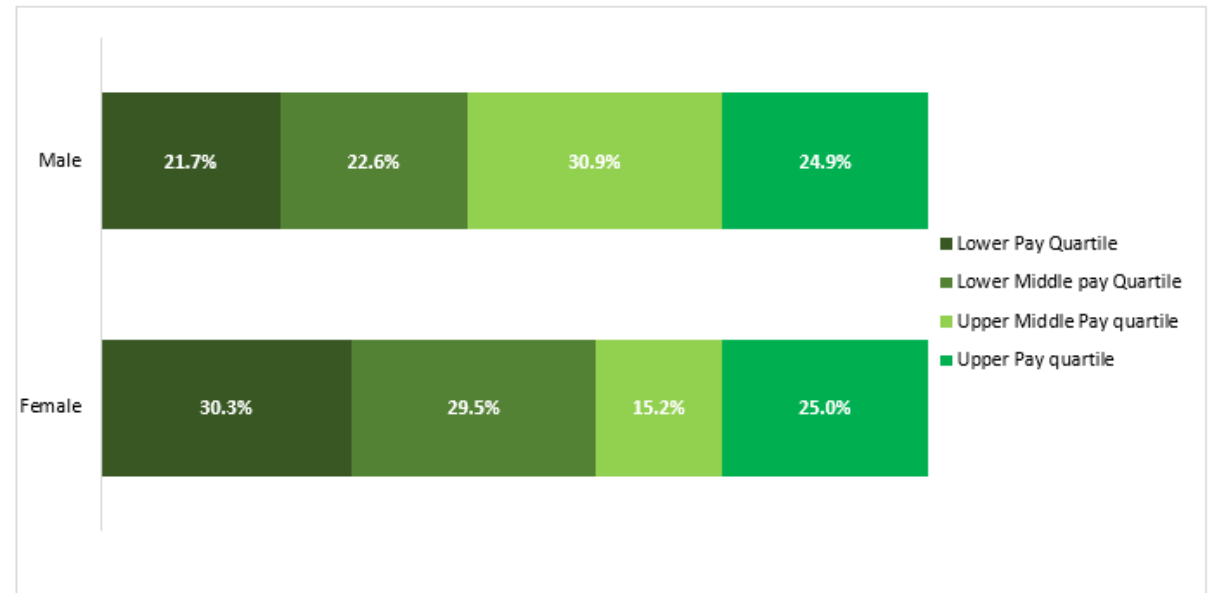


James Finlay in the UK – Pay Quartile Distribution

- Quartiles represent the hourly pay rates from the lowest to the highest for our UK employees, split into four equal sized groups, with the percentage of men and women in each quartile.
- Typically, roles within the upper pay quartile are senior leaders/department heads, upper middle quartile are middle managers, lower middle quartile are junior manager, and lower quartile are factory operatives. Administrative roles
- Altogether we have 349 relevant employees in the UK, with 87.25 in each of the quartile.



- The below illustrates gender distribution across the pay quartiles
- This is showing we have a higher percentage of male employees in the Upper middle and upper pay quartiles and a higher percentage of female employees in the lower and lower middle quartiles
- The higher percentage of female employees in our lower pay quartile reflects second family earners in our Finlay Beverages manufacturing site





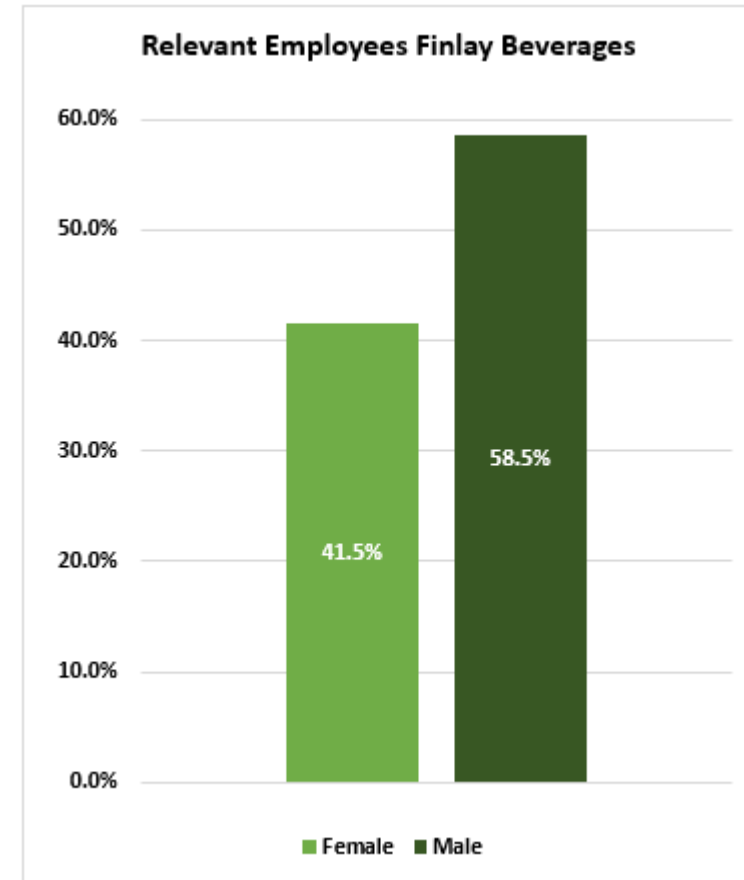
Finlay Beverages Limited

Finlay Beverages Limited

Finlay Beverages is our largest manufacturing site in the UK, based in Pontefract.

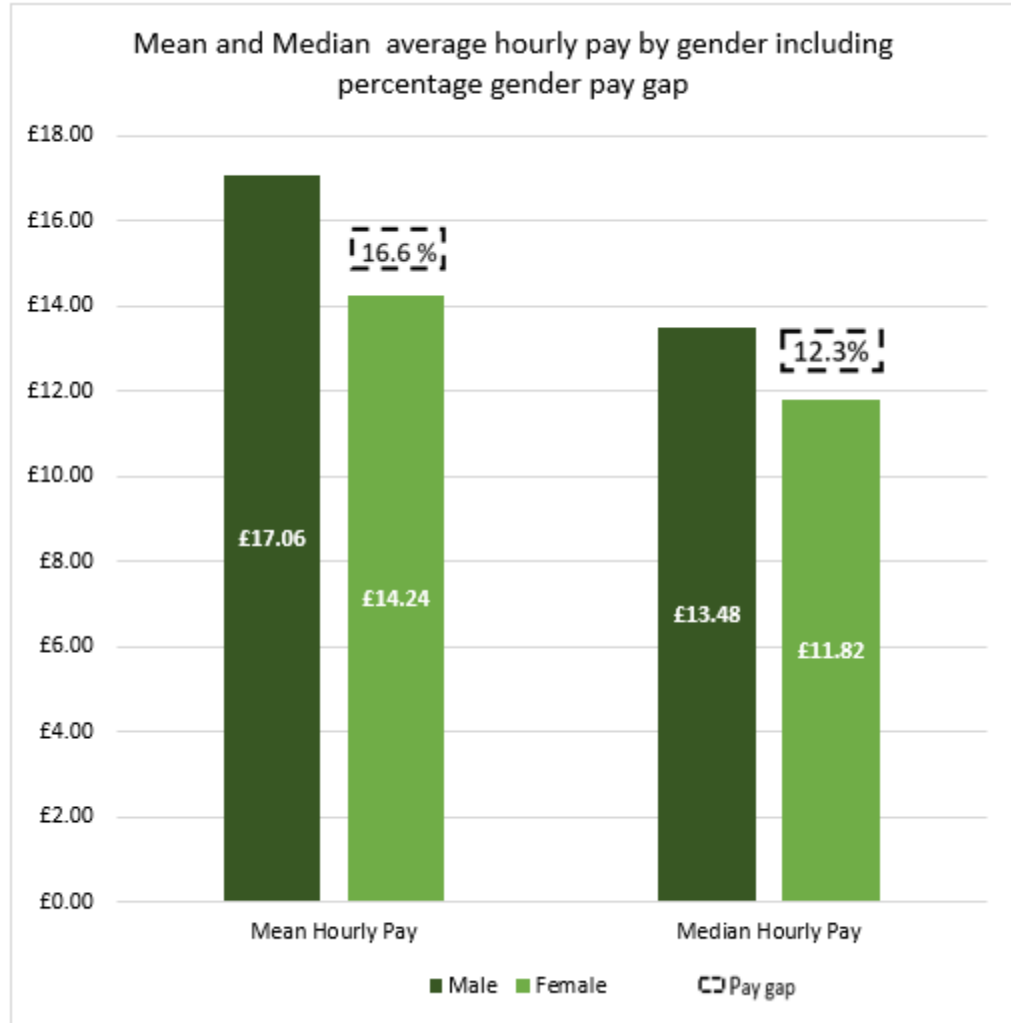
The site manufactures and packs a variety of tea and coffee products for retailer and food service customers. As with many manufacturing facilities in the UK, the site has historically been male dominated. Over recent years, the site has increased its female employee demographics. The site now has 58.5% male and 41.5% female population.

We report the data separately for Finlay Beverages Limited as the number of employees exceed 250.



Finlay Beverages Limited – Pay Gap

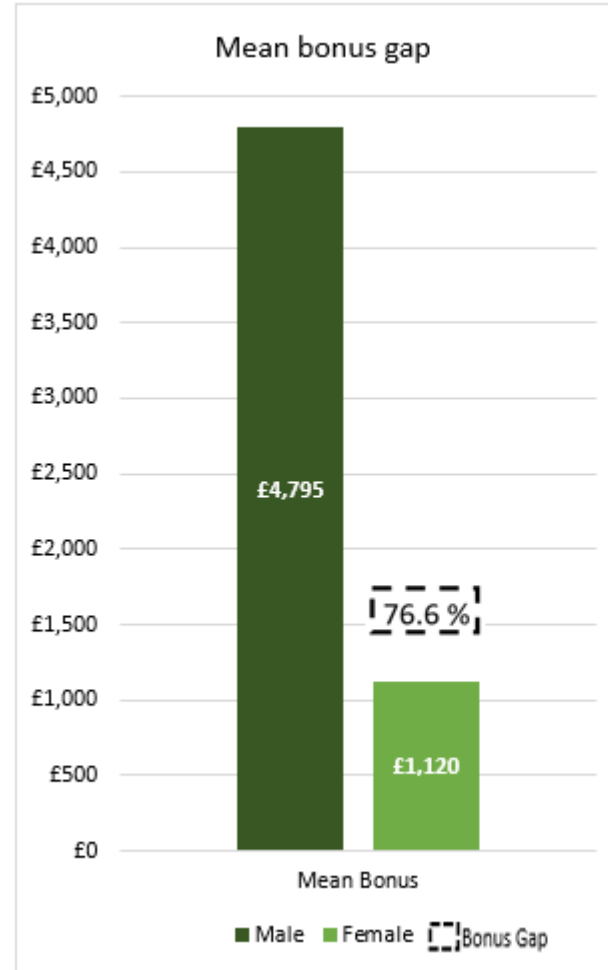
- Our mean hourly pay for men is 16.6% higher than that of women – compared with 10.2% in 2022
- Our median hourly pay for men is 12.3% higher than that of women – Compared with 3.5% in 2022.



Finlay Beverages Limited – Bonus Gap

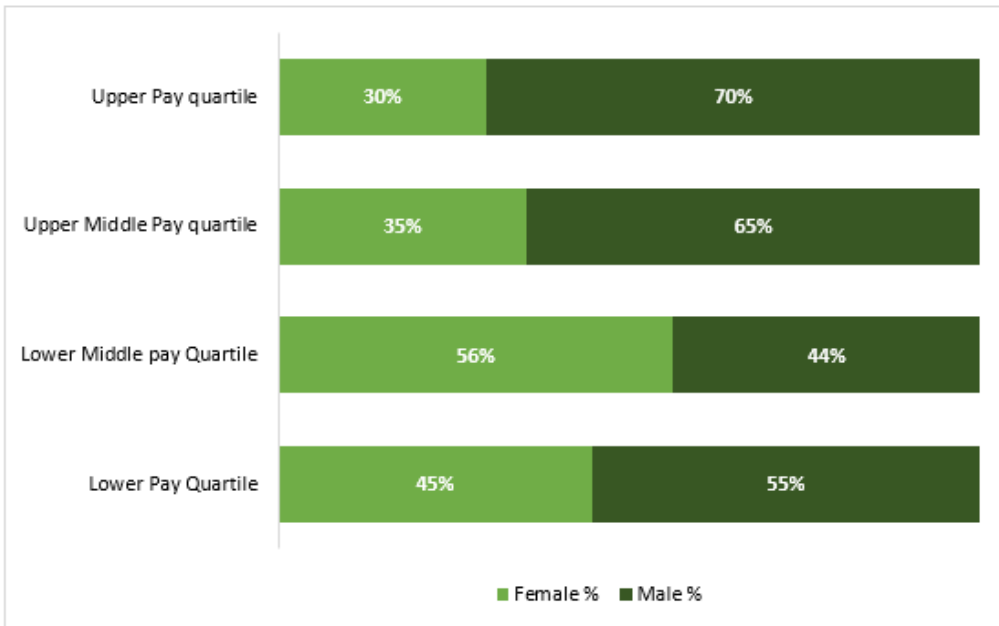
OUR BONUS (& LONG SERVICE) PAY GAP:

- Our mean bonus (& long service) pay for men is 76.6% higher than that of women
- Our median bonus (& long service) pay for men is 56.7% higher than that of women

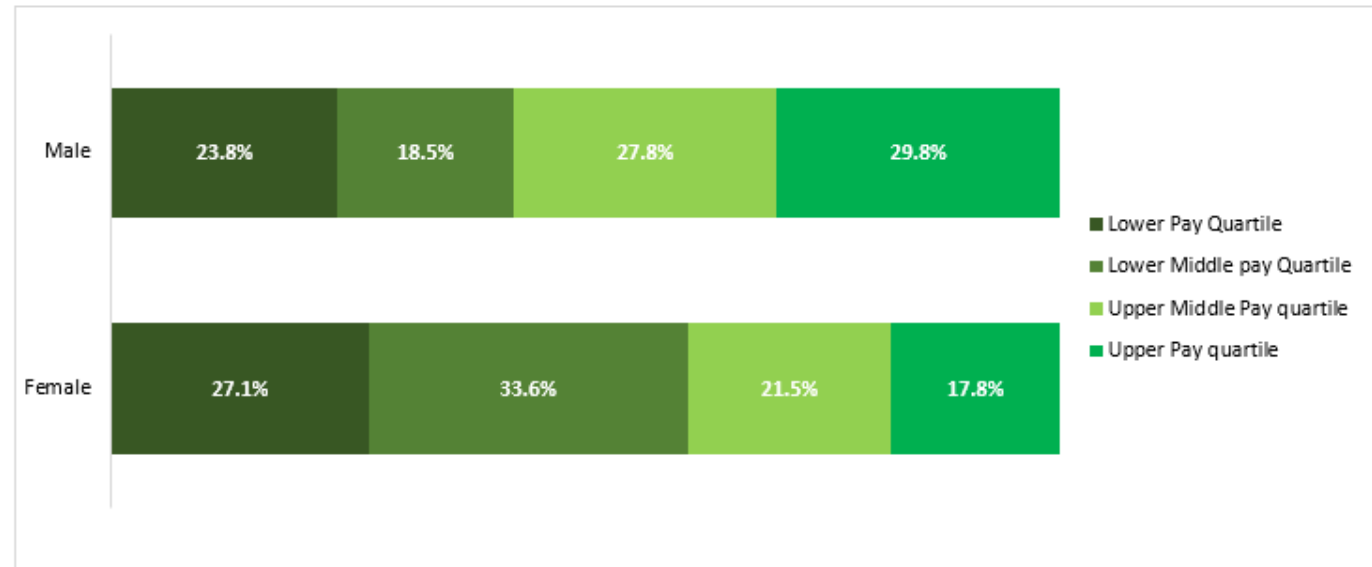


Finlay Beverages Limited– Pay Quartile Distribution

- Quartiles represent the pay rates from the lowest to the highest for our UK employees, split into four equal sized groups, with the percentage of men and women in each quartile.
- We have 258 relevant employees in Beverages, with 64 employees in the lower and Lower middle pay quartiles and 65 employees in the upper middle and upper quartiles.



- The below illustrates our gender distribution across the pay quartiles
- This is showing we have a higher percentage of male employees in Upper Pay quartiles and a higher percentage of female employees in the lower pay quartiles
- It also highlights we have a significantly smaller percentage of female employees in both the Upper Pay and Upper Middle Pay Quartiles which are our leadership pipeline quartiles





From today to the future...

We are committed to being an employer that demonstrates opportunity, fairness and equality.

We have made significant in roads over the last few years in improving gender equality and we continue to ensure this is a priority.

As with many other employers within the production and manufacturing industry, we currently employ more men than women in both of our UK factory environments. Whilst we have made improvements in the overall gender split across our UK businesses, we currently have a stronger male representation in key senior roles.

For this reason gender balance and equality are key facets of our Sustainability Strategy goals. These having been designed to help us create a more balanced workforce across our organisation. We take our commitment to this very seriously.

Our Focus Areas - 2023 and Beyond

1

Recruitment and Retention – we will seek to deliver fully diverse talent pools in all UK locations

2

Culture – we will build a culture within which our people understand our goals, live our shared values, are empowered to give their best and within which they feel inspired to contribute fully to our success

3

Progression – we will seek to provide opportunities for individuals to develop their potential and progress in line with their capability, aspirations and business needs



Our Focus Areas - 2023 and Beyond

4

Leadership Pipeline – we will seek to grow and strengthen our female leadership pipeline



5

Reward – we will seek to provide a fair and proportionate remuneration for our people that is: equitable regardless of gender, reflective of market forces and recognises individual performance and contribution





We confirm the data reported is accurate:

- Signed on behalf of James Finlay in the UK by:

James Woodrow

- James Woodrow- Group Managing Director

Tamie Hutchins

- Tamie Hutchins - Group HR Director

Ben Woolf

- Ben Woolf- Group Director of Corporate Affairs

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