

Finlays Gender Pay Gap

April 2024 Data

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Gender Pay Gap at Finlays

We launched our sustainability strategy 'Sustainable Future 2030' in April 2024. One of the three pillars is the 'our people pillar' this is made-up of five focus areas or domains: Metrics, Women in Leadership, Diversity and Inclusion, Human Rights and, Living Wage.

Finlays' ambition for our People pillar is building a workplace where people are valued and treated fairly, encouraging growth and development for all. The work of our UK business on the Gender Pay Gap, a core part to delivering this ambition, now sits 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.

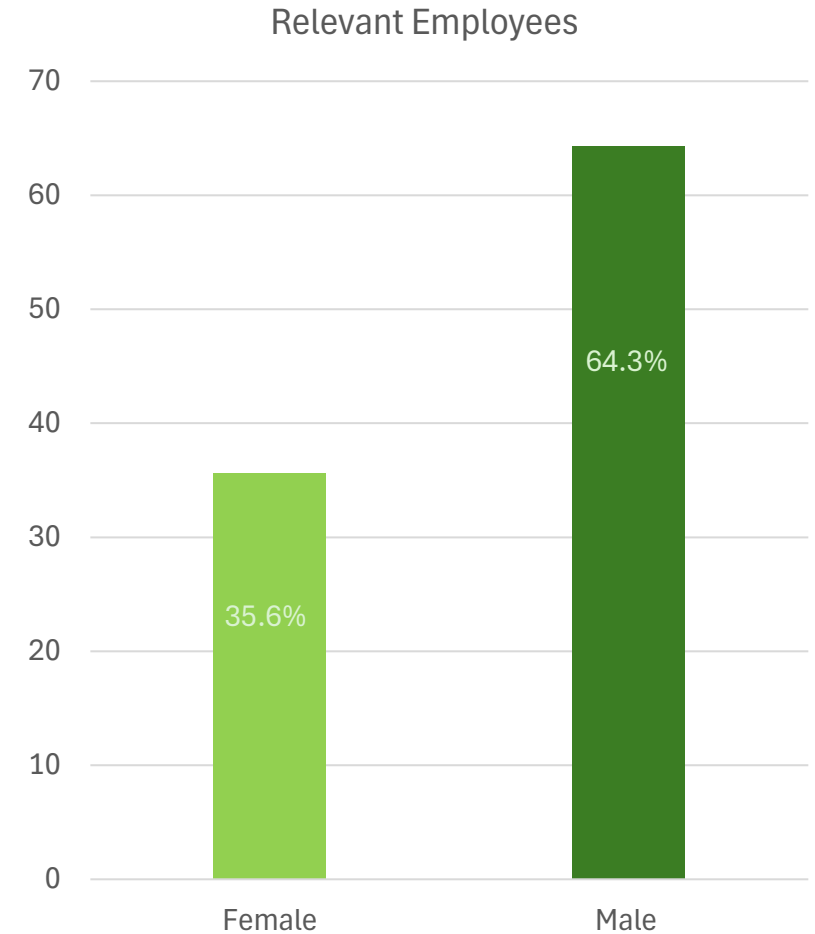
Finlays in the UK

We refer to all of our UK businesses as:

1. **James Finlay Limited (JFL)** - 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

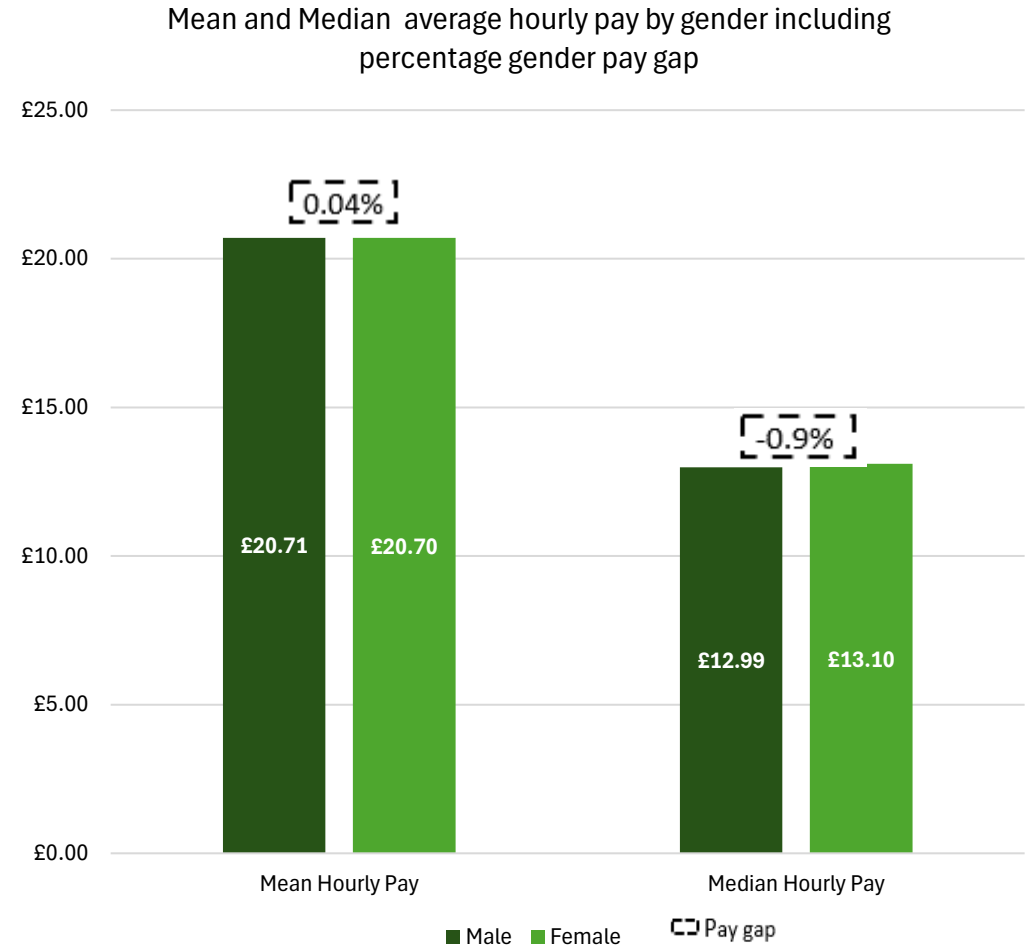
Looking at our total workforce (411) in the UK as at 5th April 2024, 398 (256 – 64.3% Male and 142 – 35.6% female) were deemed relevant employees for the purpose of gender pay gap calculation. These are employees on full pay as at the snapshot date.

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



Finlays - Pay Gap

- Our 2024 mean gender pay gap at Finlays is -0.04%. In monetary terms the mean hourly difference in ordinary pay is £0.01 in favour of men.
- Our 2024 median gender pay gap is -0.9%. In monetary terms the median hourly pay difference is £0.11 in favour of women.



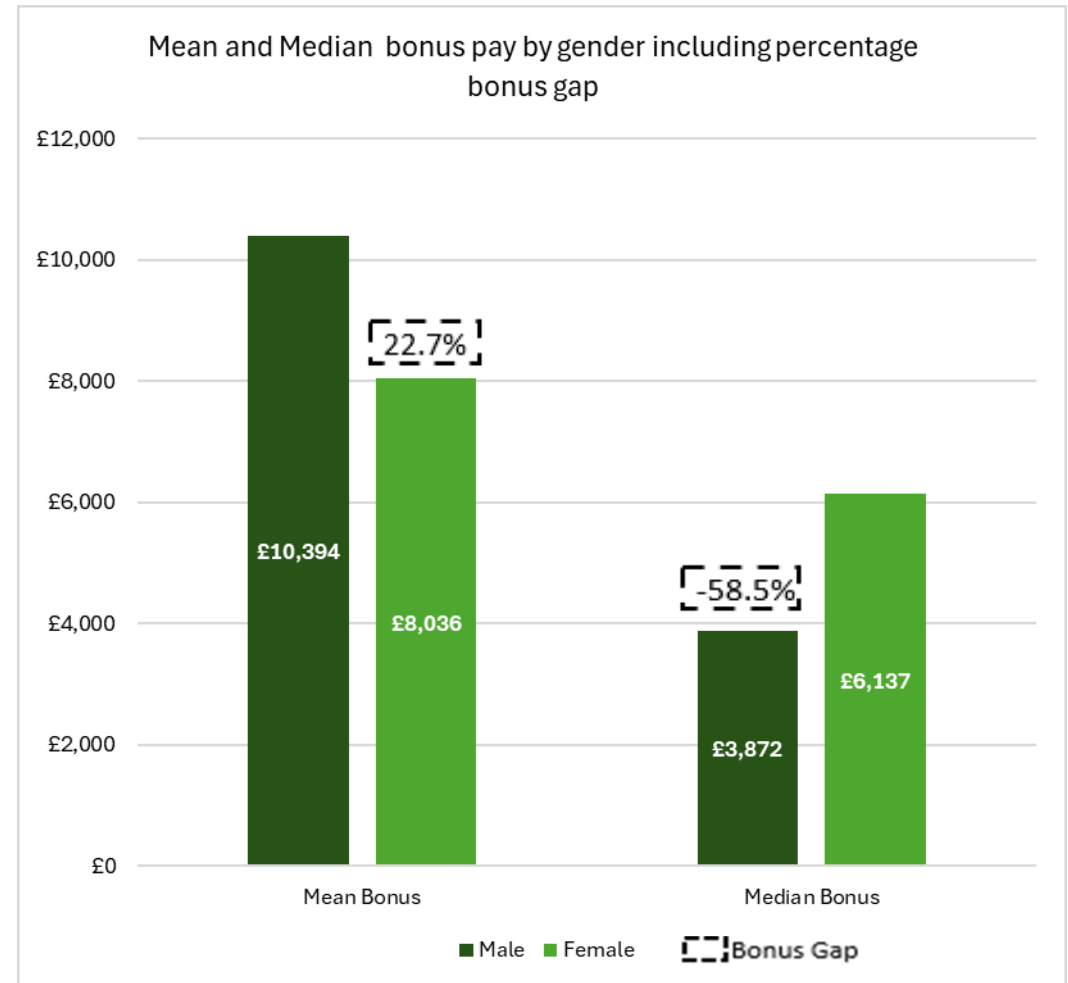
*The National Gender Pay Gap among all employees decreased from 14.2% in 2023 to 13.1% in 2024.

*Source [Gender pay gap in the UK - Office for National Statistics](#)

Finlays - Bonus Gap

(Bonus & Long Service Awards)

- The bonus gap reflects payments of long service awards and performance bonuses. Payment of performance bonuses are reliant upon the achievement of budgeted business unit financial returns
- Our 2024 mean bonus & long service award payments for men is 22.7% higher than that of women
- Our 2024 median bonus & long service award payments for women is 58.5% higher than that of men
- 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 398 relevant employees in the UK, with 99.5 in each of the quartile. Table 1 shows the quartile gender split .

- Table 2 considers the quartile distribution for 2024 per gender: We have a slightly higher percentage of female employees in the Upper middle and upper pay quartiles, and a slightly higher percentage of male employees in the lower and lower middle quartiles. This reflects both succession plans/ promotions and senior hires of women, and a greater proportion of new hires in the lower pay quartile being male driven by the production/operation re-organisation in Finlay Beverages.

Table 1 quartile gender split

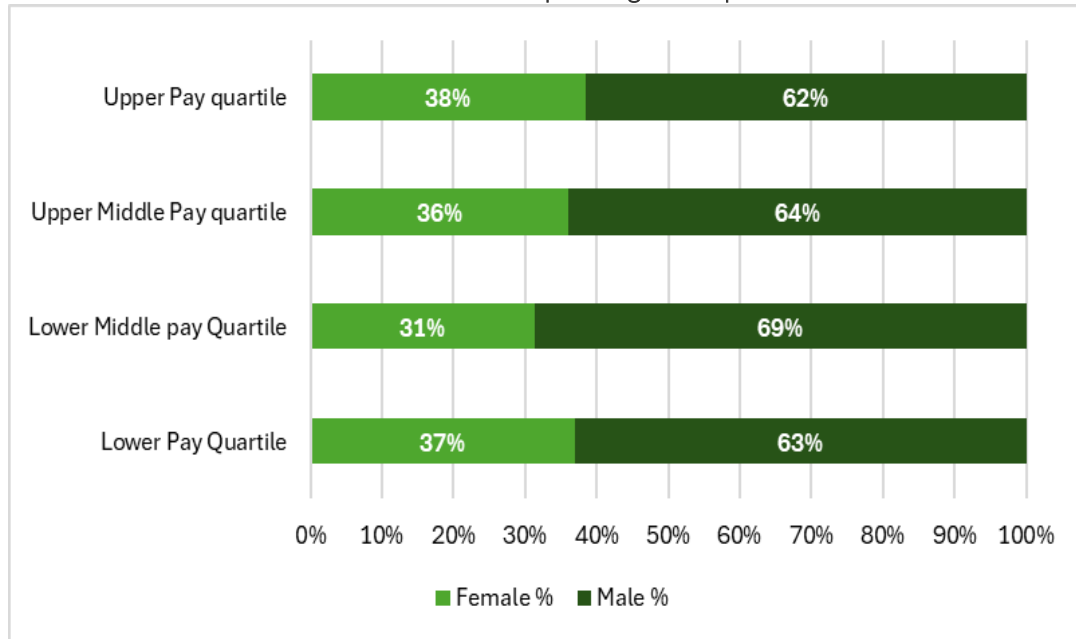
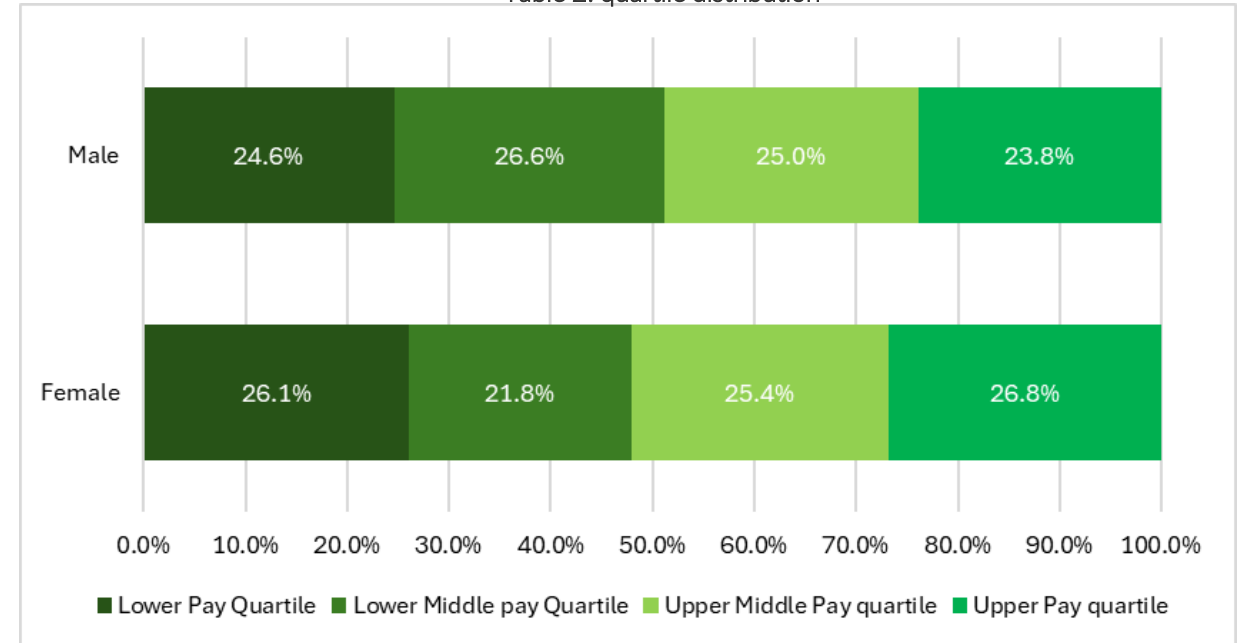


Table 2: quartile distribution



Finlay Beverages Limited

March 2025



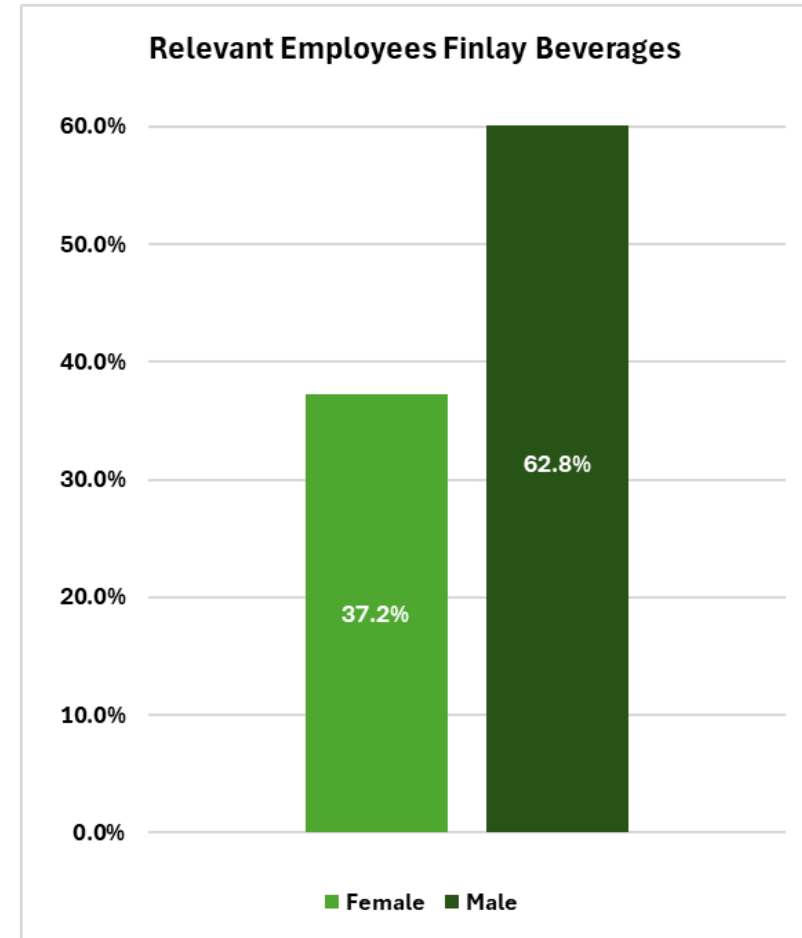
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Finlay Beverages Limited

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

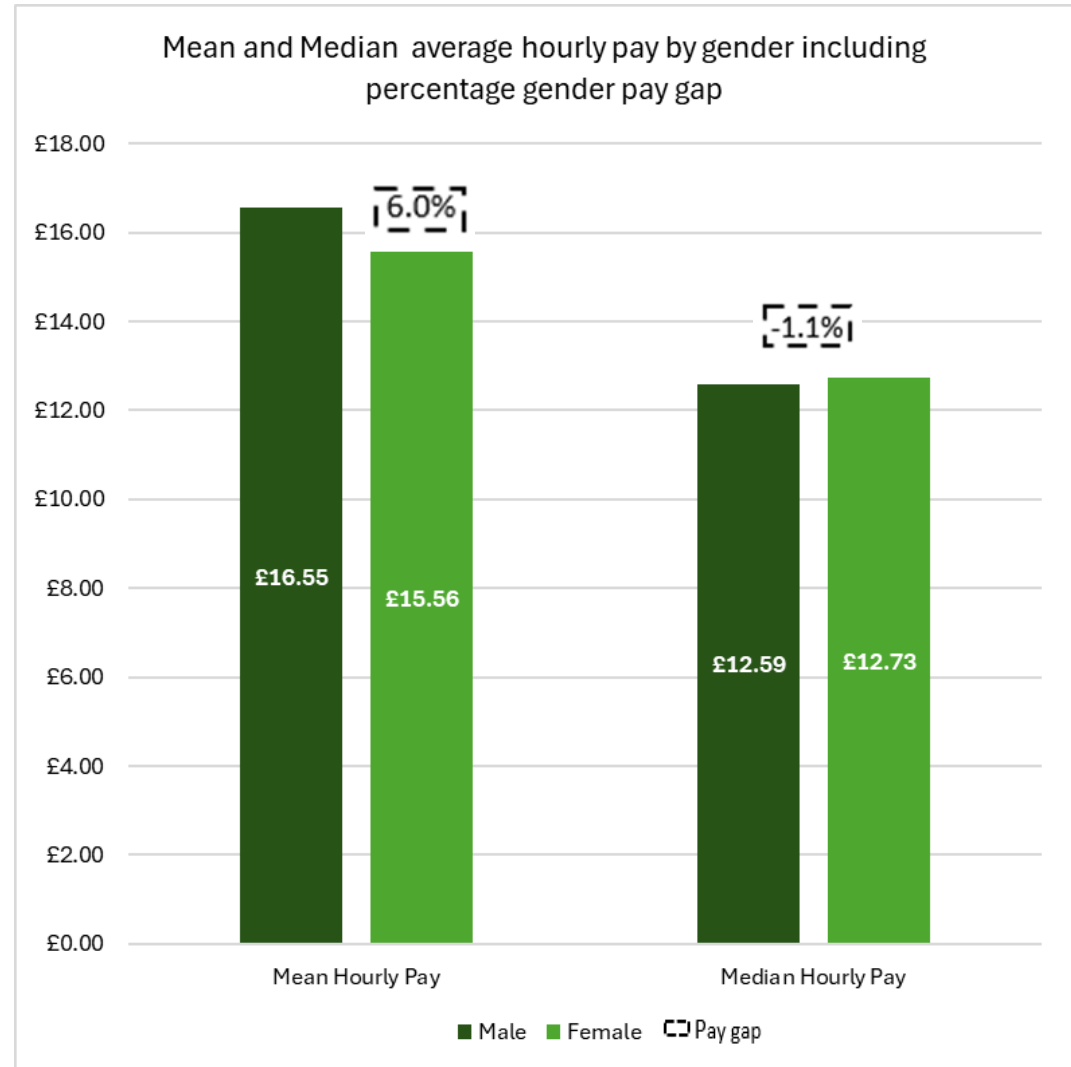
The site manufactures and packs a variety of tea and coffee products for retailer and food service customers. As with many manufacturing facilities in the UK, the site has historically been male dominated. Over recent years, the site has increased its female employee demographics. The site now has 62.8% male and 37.2% female population.

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



Finlay Beverages Limited – Pay Gap

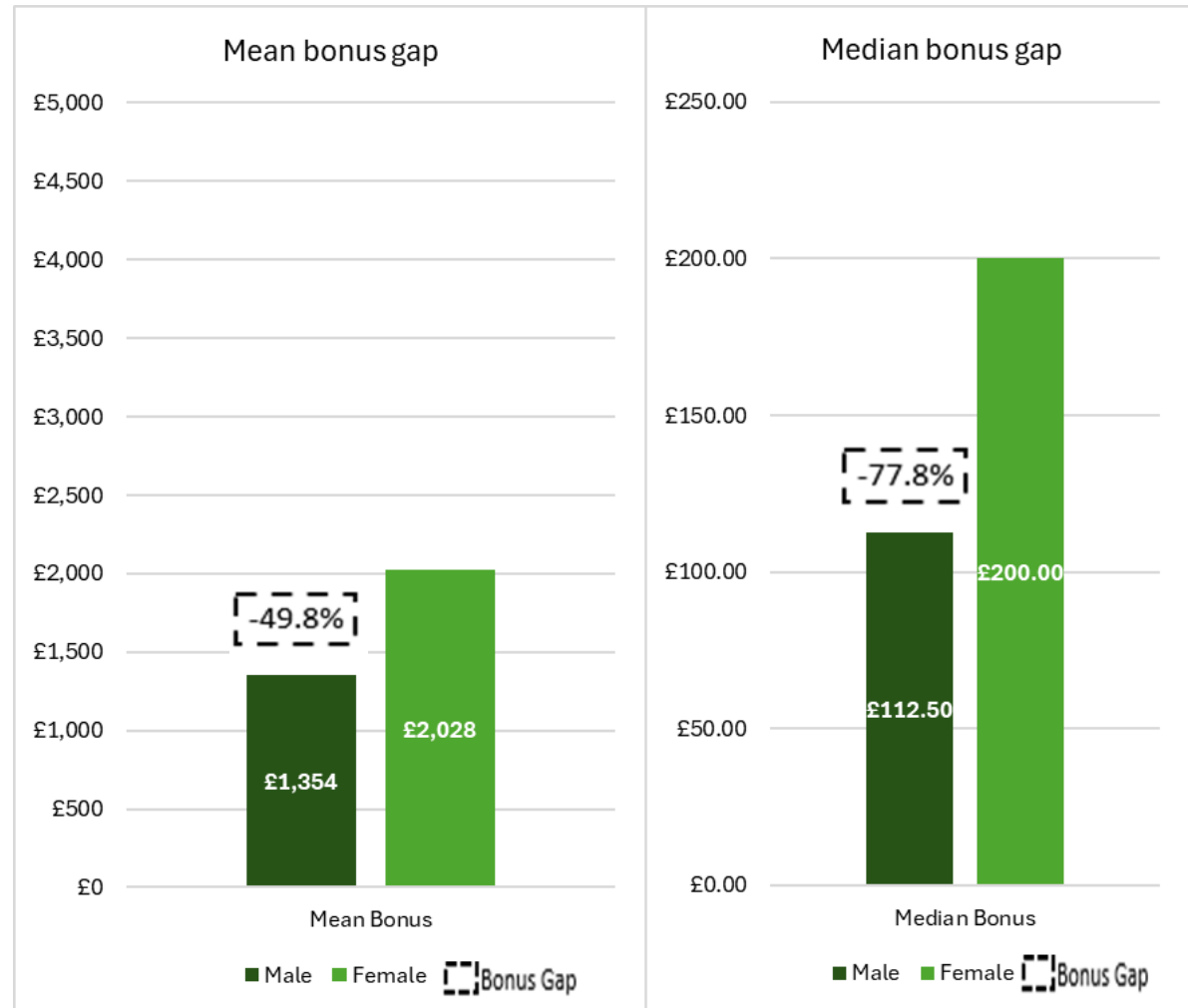
- Our mean hourly pay for men is 6.0% higher than that of women – compared with 16.6% in 2023
- Our median hourly pay for men is -1.1% lower than that of women – Compared with 12.3% higher in 2023.



Finlay Beverages Limited – Bonus Gap

OUR BONUS (& LONG SERVICE) PAY GAP:

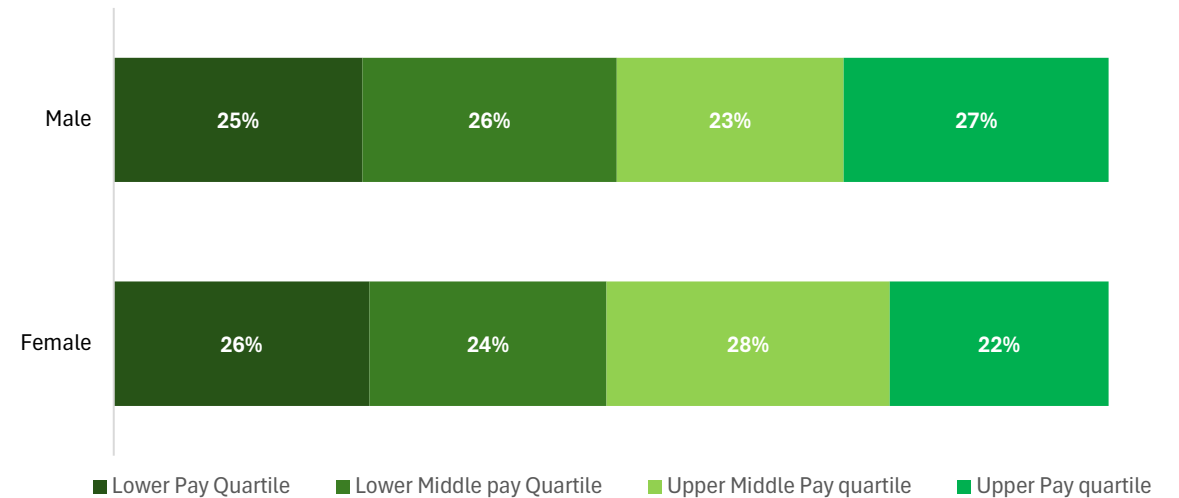
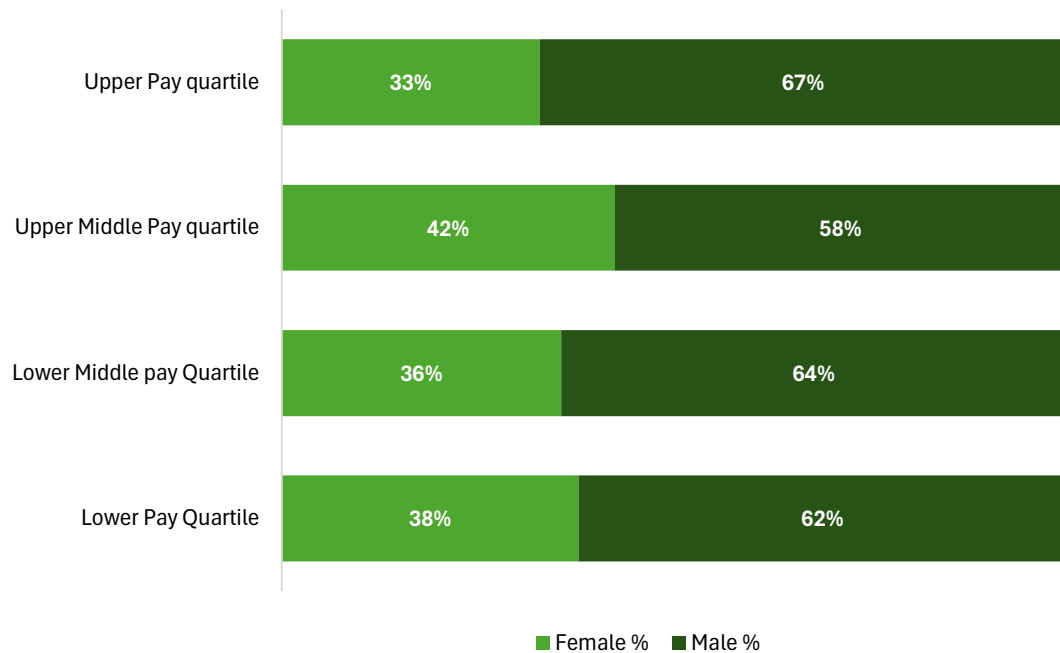
- Our mean bonus (& long service) pay for men is 49.8% lower than that of women
- Our median bonus (& long service) pay for men is 77.8% lower than that of women



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 293 relevant employees in Beverages, with 54 FEMALE employees in the lower and Lower middle pay quartiles and 55 FEMALE employees in the upper middle and upper quartiles.

- The below illustrates our gender distribution across the pay quartiles
- This is showing we have a 50/50 split for both male employees and female employees in the Upper and lower Pay quartiles.





From today to the future...

Our ambition is for Finlays to be a business where people are valued and treated fairly, encouraging growth and development. Our global target is 39% management roles to be held by women by 2027.

We have made significant inroads 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, notably our London head office, we currently have a stronger male representation in key senior roles in Finlay Beverages and Hull.

For this reason, gender balance and equality remain key facets of our Sustainability Strategy goals. 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:



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- James Woodrow – Group Managing Director



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- Tamie Hutchins – Group HR Director



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- Ben Woolf – Group Director of Corporate Affairs

www.finlays.net



Finlays

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