

# 2020 Gender Pay Report

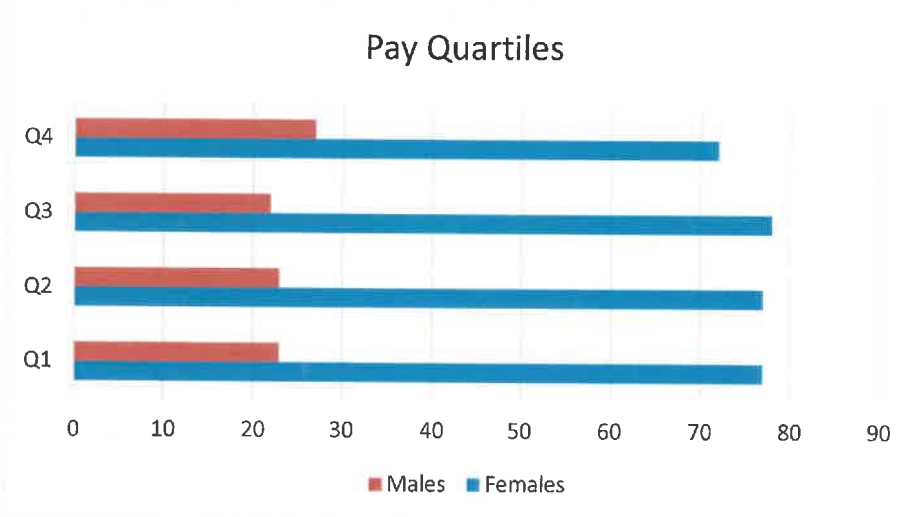
The following data shows the gender pay gap at Boswells Coffee Co Ltd using the snapshot date of 5<sup>th</sup> April 2020 as per current reporting regulations.

## Hourly rate

The mean hourly rate is 12% LOWER for Women.

The median hourly rate is EQUAL for Men and Women.

## Pay Quartiles



## Bonus Pay

The mean bonus pay is 100% HIGHER for women

The median bonus pay is 27% LOWER for women

## Who receives bonus pay?

28% of women received a bonus and 13% of males received a bonus

## 2020 Gender Pay Gap Statement

People are at the heart of our Company. It is very important to the Company that each one of our colleagues feels valued whatever their gender and we adhere to the principle of equal opportunities and equal treatment for everyone. This is clearly shown in our figures.

I can confirm that the information reported is accurate and we look forward to providing a further update on our progress in 2022.

Nick Burn  
Managing Director