

2024 Gender Pay Report

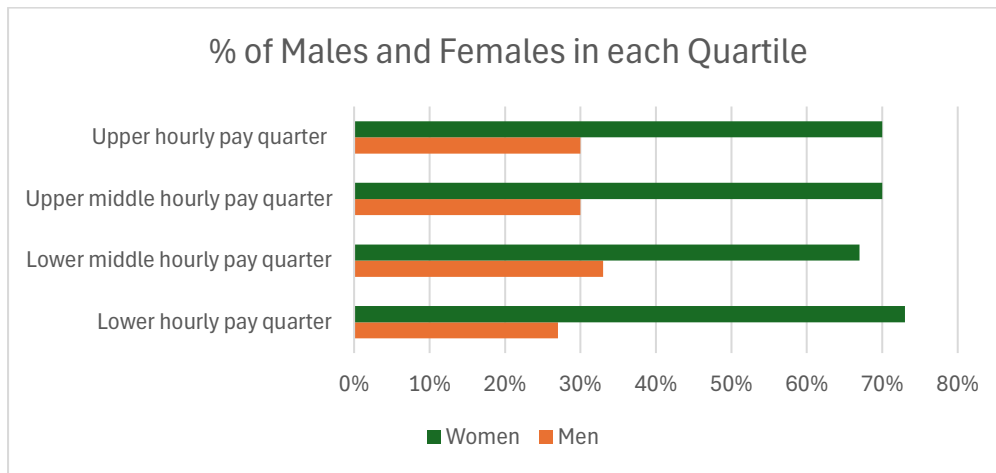
The following data shows the gender pay gap at Boswells Coffee Co Ltd using the snapshot date of 5th April 2023 as per current reporting regulations.

Hourly rate

The mean hourly rate is 8.3% LOWER for Women.

The median hourly rate is the same for Men and Women

Pay Quartiles



Bonus Pay

The mean bonus pay is 94% HIGHER for Men

The median bonus pay is 40% HIGHER for Men

Who receives bonus pay?

30% of women received a bonus and 18% of males received a bonus

2024 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 2025.

Nick Burn
Managing Director