

# 2026 Gender Pay Report

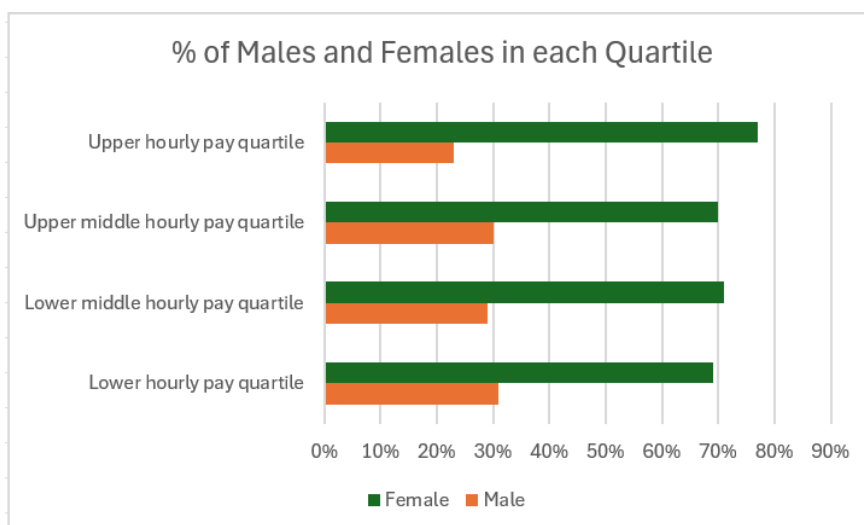
The following data shows the gender pay gap at Boswells Coffee Co Ltd using the snapshot date of 5<sup>th</sup> April 2025 as per current reporting regulations.

## Hourly rate

The mean hourly rate is 4.8% LOWER for Women.

The median hourly rate is 1% HIGHER for Women

## Pay Quartiles



## Bonus Pay

The mean bonus pay is 57% HIGHER for Men

The median bonus pay is 100 % HIGHER for Women

## Who receives bonus pay?

35% of women received a bonus and 14% of males received a bonus

## 2026 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 2027.

Nick Burn  
Managing Director

