



2022 Gender Pay Gap Report

Our Gender Pay Gap Report

Natures Menu Limited is an equal opportunities employer and believes the most successful teams are formed from a diverse talent pool. We are proud to employ a wide variety of individuals in our business and welcome the opportunity to report our gender pay gap data for the first time in accordance with The Equality Act 2010 (gender pay gap information) Regulations 2017.

Our 2022 Gender Pay Gap Reporting Figures

Mean (Average) Gender Pay Gap



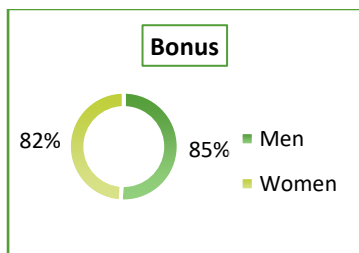
The **Mean pay** for men is **4.9% higher** than that of women

Median Gender Pay Gap



The **Median pay** for men is **0.83% higher** than that of women

Percentage of Men and Women Receiving Bonus Pay



Mean (Average) Gender Pay Gap for Bonus Pay



The **Mean bonus** for men is **37.7% higher** than that of women

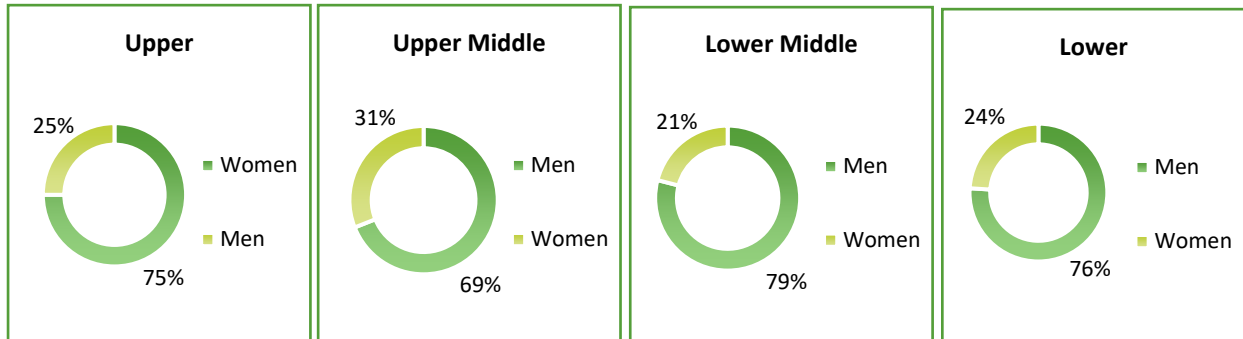
Median Gender Pay Gap for Bonus Pay



The **Median bonus** for men is **0% higher** than that of women



Our Gender Pay Gap Quartiles



Understanding Our Gender Pay Gap Data

Natures Menu employs more men than women, which has historical reasons, but is also common across most manufacturing industries.

We are however pleased to note that our commitment to equal opportunities and diversity is demonstrated in our gender pay gap figures, which are significantly lower than the published national average.

We remain committed to:

- attracting and retaining talent for our business and ensuring gender is never a factor in decision making.
- regularly reviewing and benchmarking our pay rates and upholding our commitment to the Real Living Wage, which we are proudly gained accreditation to in May 2022.

I confirm the information and data provided is accurate as of the snapshot date of 5th April 2022.

Nicola Sharpe, UK HR Manager