



2023 Gender Pay Gap Report

Our Gender Pay Gap Report

Natures Menu Limited is an equal opportunities employer and we believe 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 in accordance with The Equality Act 2010 (gender pay gap information) Regulations 2017.

Our 2023 Gender Pay Gap Reporting Figures

Mean (Average) Gender Pay Gap



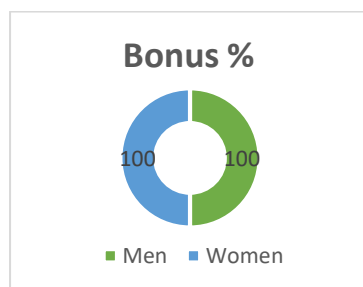
The Mean Pay for women is 5% higher than that of men

Median Gender Pay Gap



The Median Pay for women is 0.2% higher than that of men

Percentage of Men and Women Receiving Bonus Pay



Mean (Average) Gender Pay Gap for Bonus Pay



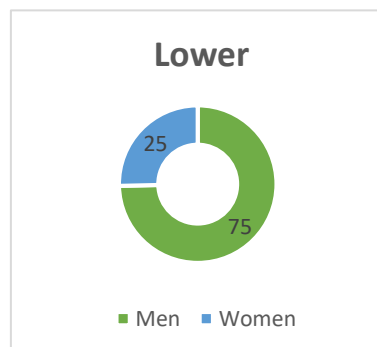
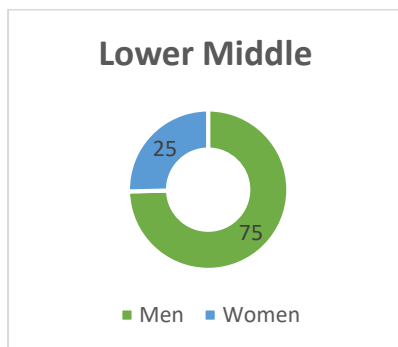
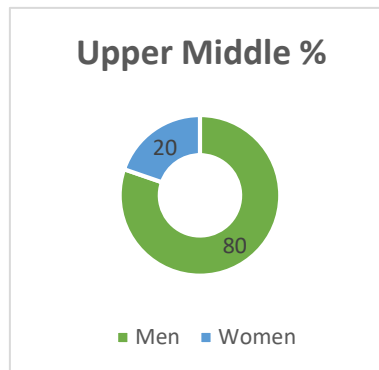
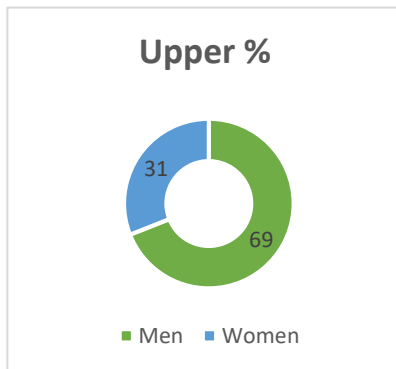
The Mean Bonus for women is 47.1% higher than that of men

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

We are pleased to note that our commitment to equal opportunities and diversity is demonstrated in our gender pay gap figures, where female employees are paid slightly higher on average than male employees.

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 which was demonstrated in our commitment to the Real Living Wage in 2023.

I confirm the information and data provided is accurate as of the snapshot date of 5th April 2023.

Nicola Sharpe, UK HR Manager