

# Gender Pay Gap Report 2023

## What is gender pay gap and how is it calculated?

The gender pay gap reporting is used to show the difference in the average pay between all men and women in a workforce. It is calculated using basic pay including any additional allowances (e.g. Shift Pay, First Aid) before tax and any deductions for employee pension contributions (but after any deductions for salary sacrifice) as well as any bonuses paid. We are required to include both Executive and Non-Executive Directors.

## Why are we doing this?

The Government require any UK based company with an excess of 250 employees to publicly report their gender pay gap in a transparent way. Data is submitted into a Government portal, and is then accessible for all to see, and to compare to other organisations.

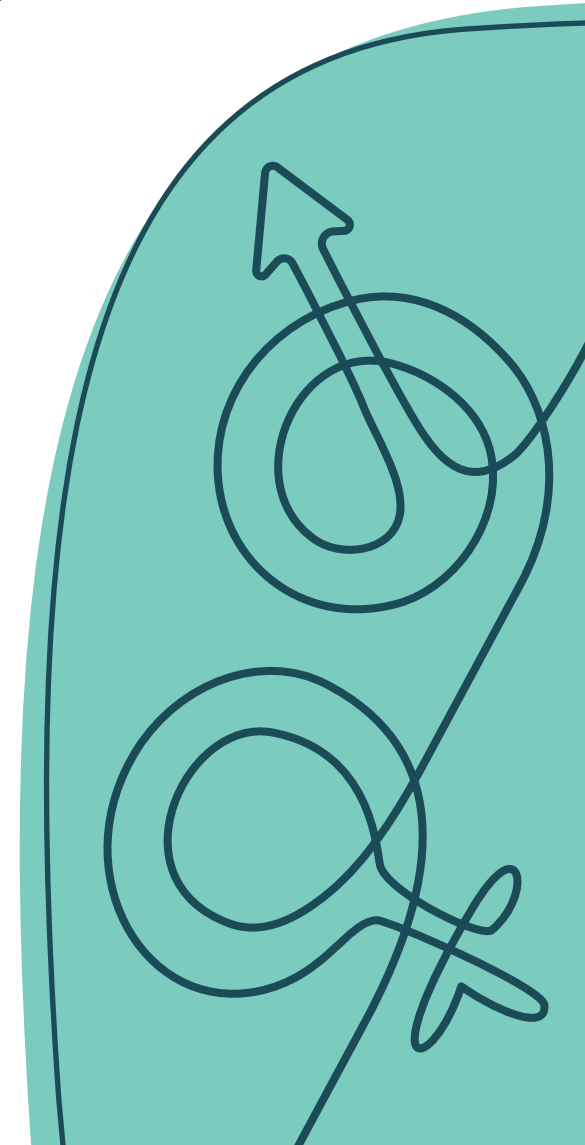
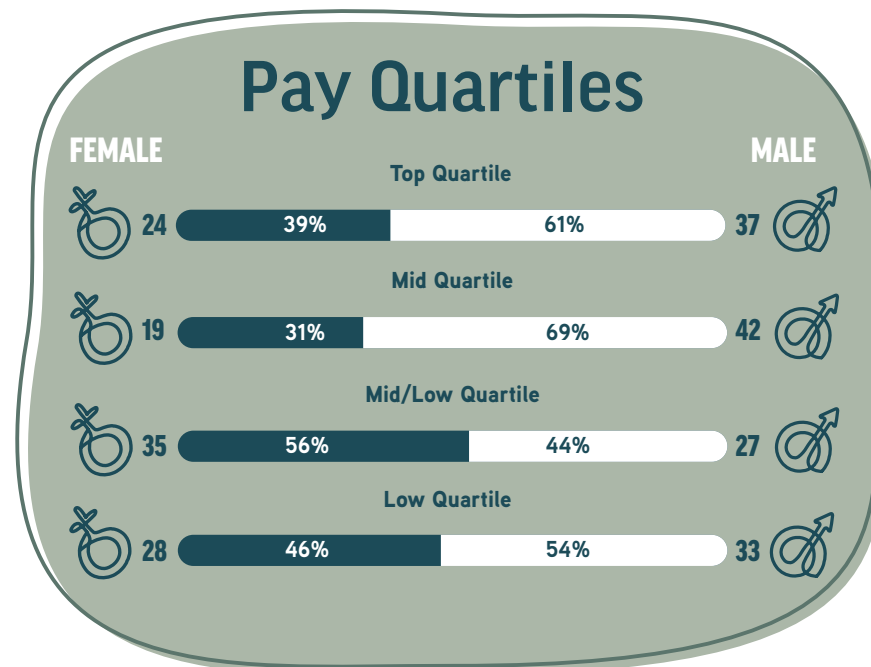
## Understanding the gap

The analysis of our gender pay gap data tells us that our Gender Pay Gap as at April 2022 is because women hold fewer senior positions at Treatt than men.

As at April 2022, women made up 43% of our total workforce in the UK, with 25% women in both our Executive and Non-Executive Leadership Teams.

In line with this, there are fewer women in senior positions that attract higher paid bonus schemes which impacts our bonus gap.

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## Understanding the gap

### Pay and Bonus Gap

	Mean	Median
Hourly pay gap	<b>43%</b>	<b>10%</b>
Bonus pay gap	<b>75%</b>	<b>-0.30%</b>

### Proportion of males and females receiving bonus

 MALE	<b>87%</b>
 FEMALE	<b>80%</b>



## How are we going to close the gap

### FIND



- Grow our talent pipeline for the long term
- Enhance our partnership activities with STEM, attracting more females into STEM subjects

### ATTRACT



- Attract the best talent
- Develop a more inclusive and attractive Treatt employer brand
- Ensure unnecessary barriers or unconscious bias are eliminated

### ENABLE



- Enable our people to reach their full potential
- Ensure our family friendly policies create harmony between home and work life
- Proactively identify opportunities in our succession planning
- Share and celebrate our success stories
- Proactive coaching and mentoring support

" We recognise that a diverse and inclusive business brings huge opportunity, but also takes commitment to achieve. We know that in some workplaces, people can experience acts of discrimination that profoundly impact their working life, at Treatt we are determined not to let that happen. We want to be the best employer we can be. We try to recognise when things need to change, and the Gender pay gap report has highlighted an opportunity for us to improve.

We are committed to making everyone's personal experience of working at Treatt the best it can be, but also challenging the inequalities in society that perpetuate issues and create barriers. Our commitment to our workforce is to challenge the actions we have taken in the past, learn from them, and create a better future for all. Women already in the workplace, and those working women of the future will be supported and championed to achieve the successes they are capable of.

An inclusive team is one that values and respects differences and ensures that everyone feels a sense of belonging, with the same opportunities. I believe that this is what we all want for Treatt.

Daemnon Reeve