



leaf

**Gender Pay Gap
Report 2022**



Gender Pay Gap Report 2022

This information is based on hourly rates at our snapshot date of 5th April 2022

This is Loaf's first year of reporting on our gender pay gap. Our median pay gap is practically zero (1% in favour of our female staff). This is significantly lower than the national median of 14.9%. However our mean gender pay gap is 14.9% in favour of men. This is slightly higher than the national figure of 13.9%

Our workforce is 68% female overall and we continue to make sure that women are well represented at all levels of our business.

What do the numbers mean?

The gender pay gap is not the same as equal pay. Equal pay measures the salary difference between men and women doing the same role or work of equal value. The gender pay gap measures the difference between the average hourly rate paid to men and women across our business regardless of role.

We believe that our gender pay gap is a result of the structure of our business. Although 71% of the highest paid roles in the Upper Quartile are held by women, the mean is influenced by some of the most well-paid roles being held by males as at the snapshot date. The pay gaps - both mean and median - in the other 3 quartiles - are all relatively low. This indicates that pay in these areas is equitable with men and women receiving roughly the same levels of pay.

Our results

Gender Pay Gap

| | |
|---|-------|
| Median pay gap The difference between the midpoint male salary and midpoint female salary | -1% |
| Mean pay gap The difference between the average male salary and the average female salary | 14.9% |

Gender balance

Total number of Staff: 257

Women: 174 / 68%

Men: 83 / 32%



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Quartiles

Pay quartiles are calculated by listing the pay rates of all employees from lowest to highest and then splitting them into 4 equal sized groups. The proportion of men and women in each “quartile” is then calculated and listed below:

| | Male | Female |
|-----------------------|------|--------|
| Upper quartile | 29% | 71% |
| Upper middle quartile | 36% | 64% |
| Lower middle quartile | 34% | 66% |
| Lower quartile | 30% | 70% |

Gender bonus gap

Bonus pay for the purposes of Gender Pay Gap reporting includes all bonuses paid as well as vouchers issued, long service awards or any other incentives. The bonus gender pay gap is the difference between the bonuses paid to male and those paid to female employees. We are required to calculate and report on the mean and the median bonus figures for both men and women.

We don't believe there is an imbalance in terms of the value of bonuses, but our bonus pay gap is driven by our higher female headcount in the business. We have more women receiving lower value “bonus” payments such as the Christmas vouchers. This would account for the resultant mean and median bonus gaps.

| | |
|-------------------------|--------------------------|
| Median bonus gap | 63.6% (in favour of men) |
| Mean bonus gap | 51.4% (in favour of men) |