

2023 Gender Pay Gap Report

leaf



This information is based on hourly rates at our snapshot date of 5th April 2023

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.

This is Loaf's second year of reporting on our gender pay gap. Our median pay gap remains narrow at 2.9% in favour of men, significantly lower than the national median of 14.3%. However our mean gender pay gap has widened to 22.1% in favour of men. This has been primarily driven by a restructure at the highest level within the business which saw our male Founder stay with Loaf as Brand Guardian alongside the recruitment of a new male CEO.

Our workforce is 70% female overall and we continue to make sure that women are well represented at all levels of our business.

What do the numbers mean?

We believe that our gender pay gap is a result of the structure of our business. Over the last 12 months the percentage of women in our business has slightly increased and we've welcomed more women into our Shacks.

Although 70% 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 2023 results:

Gender Pay Gap

Median pay gap The difference between the midpoint male salary and midpoint female salary.	2.9%
Mean pay gap The difference between the average male salary and the average female salary.	22.1%

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	30%	70%
Upper middle quartile	34%	66%
Lower middle quartile	32%	68%
Lower quartile	24%	76%

Gender Balance

Total number of staff: 262

■ **Women:** 183 / 70%

■ **Men:** 79 / 30%



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.

This year we offered an enhanced Christmas bonus which was paid to all our staff, split over two rates depending on whether hours worked were part time or full time. This split meant that more females than males received the lower part time bonus and that has contributed to the resultant mean and median bonus gaps.

Median bonus gap	0.0%
Mean bonus gap	9.7% (in favour of men)