

Gender **PAY GAP**

REPORTING TO APRIL 2025

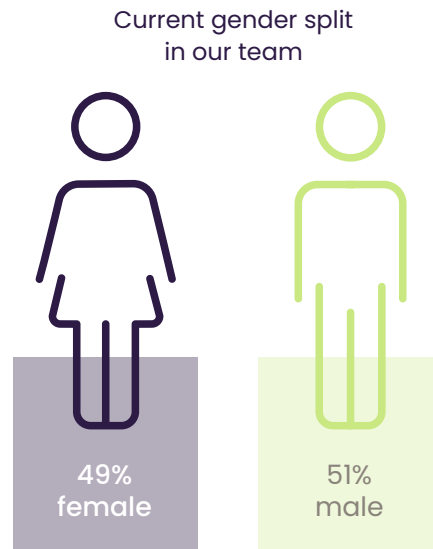


What is gender pay gap reporting?

Gender pay gap legislation requires employers in the United Kingdom with 250 employees or more to calculate and publish gender pay gap data every year.

The information we publish includes:

- Mean and median gender pay gap (based on an hourly rate of pay at 5 April 2023)
- Mean and median bonus gender pay gap (considers bonus pay received in the 12 months leading up to 5 April 2023)
- Proportion of men and women receiving a bonus payment
- Proportion of men and women in each quartile pay band (looking at the proportion in four pay bands)



The wage disparity between men and women is referred to as the gender pay gap. It does not track equal pay, which is the difference in pay between men and women for the same or equivalent jobs or work of equal value. Equal pay concerns are not the cause of our gender pay gap. At BM men and women doing the same job have identical pay and benefits.



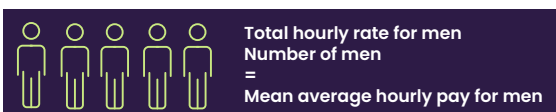
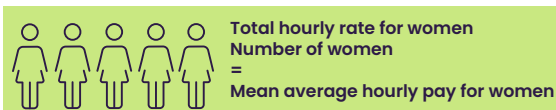
Gender Pay Gap *results*

Mean gender pay gap

The mean gender pay gap is the difference in the average hourly pay for women compared to men. This is calculated by adding up all the hourly rates separately for male and female employees and dividing by the total number of results in each list.

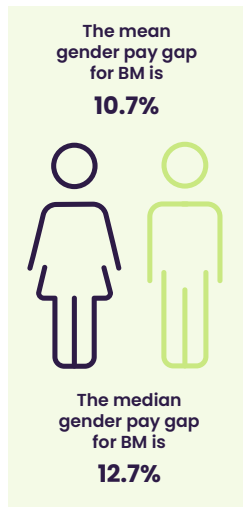
When everyone's earnings are lined up from smallest to largest, the median is the number that lies in the middle of the range. The median salary gap is the difference between the employee in the middle of a male wage range and the middle of a female wage range (middle).

Reporting on a total of 783 employees, the active headcount in April 2024 increased by 16% compared to April 2023.

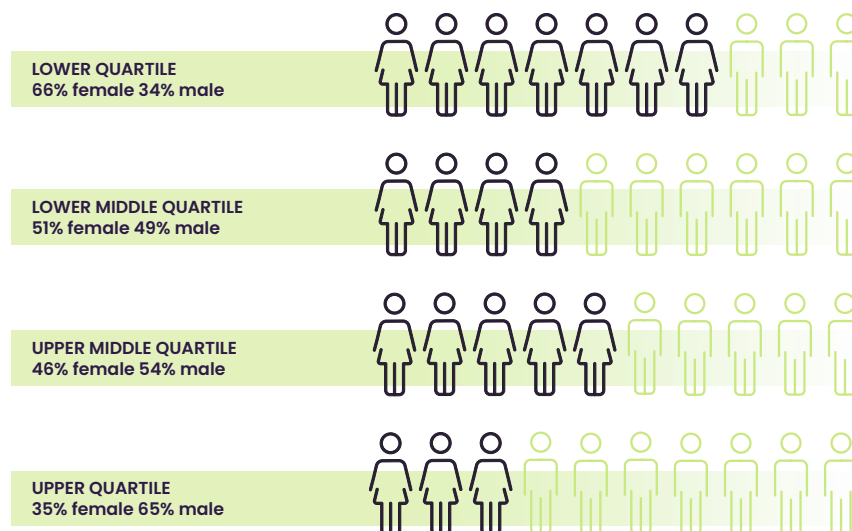


Median gender pay gap

If you lined up all the female and male employees within the business, the median is the difference between the hourly pay rate for the middle woman compared to the middle man.



BM's gender distribution when employees are placed into four equally sized quartiles based on pay



Mean gender bonus pay gap

The mean bonus for men is 28.75% higher than the mean bonus for women. This is a 4.5% decrease on the 2022 data.

Median gender bonus pay gap

The median bonus for men is 23.3% higher than the median bonus for women. This is a 12% increase on 2022 results.

We recognise that a lower percentage of women in senior leadership and director roles contributes to our bonus pay discrepancy. We're committed to identifying and understanding barriers to attraction and advancement of women into these senior roles.

Since the data snapshot, our sales, marketing and recruitment team are led entirely by females, including one at director level.

Our goal

- Maintain and drive our Inclusive culture
- Improve the diversity of our workforce
- Work towards closing our wage gap
- Provide opportunities for women to advance at all levels of their professions.

Effective championing and representation is key to these goals.

Current actions *and achievements:*

We have launched a company-wide engagement survey and will use the results in order to understand what people like about working for us, and what would make things even better.

We are proud of the fact that our senior leadership team (10 people at Board and Head of Department level) is now 50% female, ahead of the target of 40% set by the WSH ESH Action Group on Diversity.

Encouraged entries from women in various awards programmes – resulting in female winners of our annual Barista Championship and Operations Manager of the Year in a national Industry award.

We are active members of WiHTL, a leading body on driving diversity in our sector.

BM are actively involved in the WSH ESG committee with a strong focus on Diversity.

Our full policy suite is reviewed every year to ensure all are fit for the current purpose, in line with the relevant legislation and guidance, and pose no disadvantage to any demographic.

We have recently launched some new benefits to all team members to further enhance our positioning as an employer of choice. Increased benefits such as 24 weeks full pay for those taking maternity leave, full pay for paternity leave, secondary carer leave, wedding or commitment day leave, fertility treatment leave, and grandparent leave are key benefits in driving inclusivity. Our policy on enhanced maternity pay is designed to encourage women to continue with their career path after having a baby.



Our future commitments

We will examine our data to better understand it and the priorities for remedial action.

Working with an external agency we will audit our recruitment practices to identify areas for improvement and minimise bias ensuring we continue to attract and develop women into senior roles within our business.

We will utilise a range of job boards aimed at diverse groups to advertise all of our vacancies.

In 2023 we will review our company benefits, with a focus on family friendly benefits and associated policies to drive Inclusivity.

Support the WSH ESG commitment to reduce the Gender Pay gap to 10% by 2027.

Relaunch our mentoring programme to include reverse mentoring thus supporting female colleagues into leadership roles.

We commit to paying all directly employed members of staff, not tied to client contracts, the real Living Wage by 2026 enabling us to achieve the Living Wage Foundation's Recognised Service Provider accreditation.

Equality, diversity & inclusion

Our ED&I strategy *is driven by a commitment* for equity for our people

BM knows that it is only as strong as its team – the BMfamily. We are fully aware of the benefits that a diverse workforce has on a company's performance.

In 2020 Bartlett Mitchell (BM) set up a dedicated Equality, Diversity and Inclusion(ED&I) team to ensure

that Equality, Diversity and Inclusion would ensure fair treatment and opportunity for all team members. The team wanted to ensure that no one would face prejudice or discrimination on the basis of an individual or group of individual's protected characteristics.

Focus areas

In 2023 we set up 5 core pillars focusing on Disability, LGBTQ+, Race and Ethnicity, Gender and Health & Wellbeing.

These are led by driven and passionate individuals aimed at achieving positive change as we drive a more inclusive culture. Each pillar has an executive sponsor to make sure decisions are supported from the top.

Our ED&I committee, as a leveraging body for bringing all focus groups together also has Antony Prentice, one of our joint MD's leading the way as executive sponsor.

We are proud of the positive changes so far, especially when it comes to driving Gender Equality. In January 2024 we launched several new benefits including enhanced maternity pay.

We have also appointed a well-regarded external consultant to support us with our Race Equity agenda. This highlighted a need to not only drive further diversity at senior level, but female diversity in particular.

We continue to work closely with the WSH ESG groups which gives us a platform to further drive clear ED&I objectives.

We are encouraged that BM's Gender Pay Gap and Gender Bonus Gap compare favourably with organisations in our industry sector.

Our mean gap has increased by 0.04% to 10.77% this year – still maintaining closer to the target of 10%, and that our mean bonus gap has increased by 3.89%. The mean bonus for men is 28.75% higher than the mean bonus for women.

This is a 4.5% decrease on the 2022 data. We have work to do to close the median pay and the median bonus gaps and are committed to taking action.

Our gender pay gap is driven by the gender splits in our lowest quartile, which is 65% female; and our upper quartile which is 64% male. A key action is to understand and remove the barriers that may be preventing the attraction and advancement of women into senior roles within BM.

We will improve our Gender Pay Gap through continued positive action when recruiting and developing people. We are pleased that our leadership development programme has successfully attracted women; 50% of those studying for levy-funded developmental courses are female.

We recognise that each person has different circumstances. Our role is to allocate the right resource so that everyone has an equal opportunity. Our goal is for everyone to be developed, feel included, listened to and be themselves at work.

Declaration

I confirm that the information in this statement is accurate.



Angus Brydon



Antony Prentice

Joint Managing Directors