



# GENDER PAY GAP REPORT

2024

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## GENDER PAY GAP EXPLAINED

3

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## OUR RESULTS

5

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## ACTIONS AND COMMITMENTS

8





hot drinks

BENUGO BLEND COFFEE	POT. OF LOOSE TEA	ALL £2.50
Espresso	English Breakfast	
Americano	Earl Grey	
Latte	Garden Berries	
Capuccino	Oriental Sencha	
Flat White	Chamomile Flowers	
Mocha		
Hot Chocolate		

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# GENDER PAY GAP EXPLAINED

# WHAT IS A GENDER PAY GAP REPORT?

**Gender pay gap reporting is defined as the difference between average hourly earnings (excluding overtime) of men and women as a proportion of men's average hourly earnings (excluding overtime).**



## REPORT REQUIREMENTS

Gender pay gap legislation requires employers in the United Kingdom with 250 employees or more to calculate and publish gender pay gap data annually. This must be based on figures taken on the 5th April each year. The specific information we are required to publish needs to include:

- Mean and median gender pay gap (based on an hourly rate of pay on 5th April 2024).
- Mean and median gender bonus pay gap (considers bonus pay received in the 12 months leading up to 5th April 2024).
- 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 when we divide our workforce into four equal parts).

## MEAN GAP

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

## MEDIAN GAP

The median gap represents the middle point of a population. It takes into consideration all hourly pay rates (or bonuses), arranges them in ascending order and then identifies the middle value. The median pay gap is the difference between the middle value among female employees and male employees.



OUR  
RESULTS

# BENUGO GENDER PAY GAP RESULTS

Our data represents our population of 51% female and 49% male for a total of 1977 employees (April 2024).



QUARTILE	2024		2023	
Top	57.49%	42.51%	53.23%	46.77%
Upper	48.28%	51.72%	38.85%	61.15%
Lower up	45.55%	54.45%	48.05%	51.95%
Lower	45.55%	54.45%	47.13%	52.87%

■ MALE ■ FEMALE

GENDER PAY GAP	2024	2023
Mean	10.23%	6.54%
Median	4.67%	-1.09%
BONUS PAY GAP		
Mean	16.95%	14.70%
Median	5.48%	19.28%
% OF EMPLOYEES RECEIVING A BONUS		
Male	14.34%	6.97%
Female	10.62%	5.87%



# BENUGO GENDER PAY GAP RESULTS

We recognise that promoting gender representation within Benugo is essential to fostering a diverse and inclusive culture and being a sustainable business.

We understand that a truly inclusive workplace benefits both our employees and the overall success of our company.

While we acknowledge that our gender pay gap has increased from 6.54% in 2023 to 10.23% in 2024, this shift presents clear areas where we can focus our efforts to drive positive change.

We are fully dedicated to taking meaningful action to close the gap, ensuring that all employees are compensated fairly and equitably, and fostering a workplace where everyone has the opportunity to thrive.

The increase in the pay gap is largely linked to changes in the top quartile, where men now hold a greater proportion of the highest-paying roles (57.49% in 2024, up from 53.23% in 2023). This shift in representation at the upper end of the pay scale has directly contributed to the rise in the mean gender pay gap.

Additionally, the median gender pay gap has shifted from -1.09% in 2023 to 4.67% in 2024, indicating a structural change where men are now earning more than women at the median level. Similarly, the mean bonus pay gap increased from 14.70% in 2023 to 16.95% in 2024, with men receiving higher bonus payments, especially in top-level positions.

However, we are pleased to note significant progress in the median bonus pay gap, which improved substantially from 19.28% in 2023 to 5.48% in 2024. This reduction reflects greater equity in bonuses for the majority of our employees, which is a positive step toward reducing disparities across the board.

While we recognise that there is still work to be done, these shifts highlight the importance of our ongoing efforts to review, refine, and improve our practices. We will continue to focus on achieving a more balanced gender representation across all levels of the business and ensuring fair compensation for everyone at Benugo.



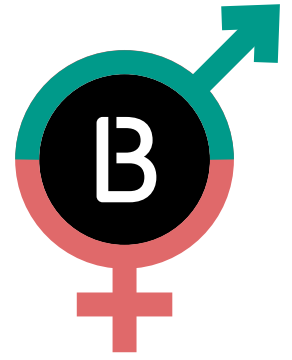


# ACTIONS AND COMMITMENTS



# BENUGO ACTIONS AND COMMITMENTS

To address the gender pay gap and promote greater gender equity at Benugo, we are committed to taking the following actions:



- Implement leadership development programs targeted at identifying and preparing women for senior roles.
- Increase mentorship opportunities for women to provide guidance and support for career progression.
- Set measurable targets for female representation in leadership and monitor progress annually.
- Conduct comprehensive pay audits every year to identify and address any disparities in pay between men and women.
- Ensure transparency in pay scales and regularly review salary bands to prevent unconscious bias.
- Implement corrective actions, such as adjusting pay where gaps are identified, to ensure fairness.
- Ensure that flexible working policies are promoted across all levels, making it possible for both men and women to pursue senior roles without sacrificing work-life balance.
- Introduce unbiased recruitment practices, such as anonymised CVs and gender-neutral job descriptions, to reduce unconscious bias.
- Set clear, gender-neutral criteria for promotions, and ensure all employees have equal access to development opportunities that can lead to career advancement.
- Monitor gender representation at each stage of the recruitment and promotion process to ensure fairness.
- Develop and implement diversity and inclusion training programs for all employees, with a focus on unconscious bias and equitable decision-making.
- Grow our Gender Equality network group to implement a broader range of initiatives, from awareness campaigns to educational workshops.
- Seek “Menopause Friendly” accreditation through our partnership with Hendpicked whilst also prioritising overall menstrual health awareness.

# BENUGO COMMENTARY AND FOCUS

At Benugo, we remain fully committed to promoting gender representation and fostering an inclusive, diverse, and sustainable workplace.

While the increase in our gender pay gap is a reminder of the work that still needs to be done, it also provides us with valuable insight into the areas where we must focus our efforts. We are confident that through our targeted actions, we can close this gap and ensure fair compensation and equal opportunities for all our employees.

We recognise that the shifts in our top quartile and bonus pay gap highlight the importance of creating a more balanced representation across all levels of our business. With our comprehensive set of actions, including leadership development programs, unbiased recruitment practices, and transparent pay reviews, we are taking meaningful steps to foster an environment where everyone has the opportunity to thrive.

## **DECLARATION**

I confirm that the information in this statement is accurate

A handwritten signature in black ink, appearing to be 'Ben Warner', with a long horizontal stroke extending to the right.

Ben Warner  
Founder

