



Gender Pay Gap Report

Snap shot: June 23, 2026



Introduction

Overview

In accordance with the Gender Pay Gap Information Act 2021, Spice O'Life is committed to transparency and gender equality within our workforce. This report outlines our findings based on the snapshot date of June 23, 2026.

What is the Gender Pay Gap?

A gender pay gap shows the difference in the average pay between all men and women in a workforce, regardless of their specific role or seniority. It is important to note that the Gender Pay Gap is a measure of average pay across the entire company; it is not a measure of equal pay for equal work.



Key Metrics Explained

- **Mean Gender Pay Gap:** The percentage difference between the average hourly pay of all female employees and the average hourly pay of all male employees.
- **Median Gender Pay Gap:** The percentage difference between the "middle" earning female and the "middle" earning male when all employees are lined up by pay.
- **Gender Bonus Gap:** The difference between the average bonus payments received by male and female employees.
- **Benefit in Kind (BIK):** The proportion of male and female employees who receive non-cash benefits (e.g., health insurance, company cars), shown as a percentage.
- **Pay Quartiles:** We divide our total workforce into four equal-sized groups (Lower, Lower-Middle, Upper-Middle, and Upper) based on pay level to show the gender distribution at every level of the business.



Hourly Pay Gap

Full Time Mean Hourly Pay Gap: 1.23%

Full Time Median Hourly Pay Gap: 2.61%

Part Time Mean Pay Gap: -11.78%

Part-Time Median Pay Gap: -5.30%

Temporary Mean Pay Gap: N/A

Temporary Median Pay Gap: N/A



Bonus & Benefits in Kind (BIK)

Mean Bonus Pay Gap: 100.00%

Median Bonus Pay Gap: 100.00%

% of Males receiving a Bonus: 4.35%

% of Females receiving a Bonus: 0.00%

% of Males receiving BIK: 0.87%

% of Females receiving BIK: 0.00%



Pay Quartiles

Quartile Band	% Male	% Female
Lower Quartile:	61.54%	38.46%
Lower-Middle Quartile:	76.92%	23.08%
Upper-Middle Quartile:	84.62%	15.38%
Upper Quartile:	71.79%	28.21%



Written Statement

At Spice O'Life, we remain fully committed to fostering an inclusive and equitable workplace where all employees have equal opportunities to grow and thrive. In accordance with the Gender Pay Gap Information Act 2021, we continue to review our recruitment, progression, and reward frameworks to support fair representation across all levels of our business.

Our 2026 Gender Pay Gap metrics reflect the following primary underlying factors and operational contexts:

- **Absence of Male Comparator Group for Temporary Contracts:** As of the snapshot date, female employees on temporary contracts had a mean hourly rate, however, because there were no male employees on temporary contracts on this date, a mathematical comparison cannot be calculated. Consequently, the Mean and Median Temporary Pay Gap figures are reported as N/A. These female employees remain fully accounted for in our overall company-wide calculations.
- **Role-Specific Bonus & BIK Distribution:** Our performance-related bonus scheme remains role-specific. On the snapshot date, eligible performance-based roles were held exclusively by male staff, resulting in a reported 100% bonus pay gap.

Written Statement

- **Workforce Seniority and Quartile Distribution:** While our full-time mean hourly pay gap remains low at 1.23% (down from 1.28% in 2025), female representation in the Upper Quartile increased from 23.08% in 2025 to 28.21% in 2026. Males continue to account for a larger share of the Upper Quartile, 71.79% and of the Upper-Middle Quartile, 84.62%.

Spice O'Life will continue to ensure transparent recruitment practices, fair access to internal mobility, and regular reviews of role structures across our operations.

