



Gender Pay Gap Report

Snap shot: June 23, 2025



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, 2025.

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: 1.28%

Full Time Median Hourly Pay Gap: 3.00%

Part Time Mean Pay Gap: -29.16%

Part-Time Median Pay Gap: 0.00%

Temporary Mean Pay Gap: -14.29%

Temporary Median Pay Gap: -7.14%



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:	62.50%	37.50%
Lower-Middle Quartile:	70.00%	30.00%
Upper-Middle Quartile:	82.05%	17.95%
Upper Quartile:	76.92%	23.08%



Written Statement

At Spice O'Life, we are committed to fostering an inclusive workplace where all employees have equal opportunities to thrive. We will continue to review our recruitment processes to ensure they are inclusive and attractive to a diverse workforce. The primary drivers of our current gap include:

- **Role-Specific Bonus Structures:** Our current 100% bonus pay gap is primarily driven by a specific role that is eligible for performance bonuses. At the time of this reporting snapshot, this role was held exclusively by male employees, which results in 0% of our female workforce receiving bonus pay.
- **Workforce Seniority and Quartile Distribution:** While our overall mean hourly pay gap is low, there is a higher concentration of male employees in senior and long-tenured management positions. This is reflected in our pay quartiles, where men occupy 76.92% of roles in the Upper Quartile compared to 23.08% for women.