

GENDER PAY GAP REPORT

2022



Simple... isn't it?

Opening statement

Our ambition at Eat Natural is to create a diverse and inclusive culture where all our colleagues, regardless of their background, have equal access to opportunities and resources.

This ambition is led by our commitment to Diversity, Equity & Inclusion. We have always believed that a diverse and inclusive workforce and culture of strong values is crucial to long-term business success. That is why we are passionate about providing our colleagues with policies that help support them through all stages of their lives.

Building a truly inclusive environment takes time and requires the development of processes and guidelines to support the change. This is why we are introducing a DE&I Council whose responsibility is to set the strategy and vision for our DE&I practices.

In this Gender Pay Gap report, we share our results, reflecting on the drivers of our gap as we continue to evolve our DE&I programmes to create the conditions for all our colleagues to succeed by engaging and inspiring our workforce who are the driving force behind our company.



Philippe Steyaert

Managing Director
Eat Natural Ltd.

Understanding the gender pay gap

The gender pay gap is the difference in pay between men and women across an entire organisation as calculated according to the Government's prescribed methodology.

- ❖ **The mean gender pay gap is the difference in the average hourly rate of pay for men and women across the business.**
- ❖ **The median gender pay gap looks at the difference in hourly pay for the middle male and middle female employee in an organisation when ranking a company's male and female populations from lowest to highest hourly pay.**

As part of the gender pay reporting process, we are required to split our workforce into four equal groups to show the proportion of men and women in each quartile. We did this by listing employees from the lowest hourly paid to the highest hourly paid, and then dividing the list of employees into four equal parts.

The gender pay gap reporting process requires a large number of variables to be distilled into a few statistical figures, making direct comparisons with other organisations difficult.

It is also particularly important to highlight that the gender pay gap is not the same thing as equal pay. Equal pay means paying a man and woman the same pay for performing the same or broadly similar work. By contrast, the gender pay gap requires the pay of the average man within the whole organisation to be compared with the pay of the average woman.

We are confident that our gender pay gap is not a reflection of an equal pay issue; instead it is driven by the structure of our workforce and the fact that we have more men than women in senior, and therefore more higher paying roles, when viewing the workforce as a whole. We are addressing this by the work undertaken by our DE&I initiatives. This demographic challenge is well known and shared by many other companies in the FMCG sector and beyond.

Figures for 2022

Mean

The mean pay gap is the difference between the hourly pay of all male and female employees when added up separately and divided by the total number of the males and females in the workforce.

Median

The median pay gap is the difference between the pay of the middle male and middle female, when all of the employees are listed from the highest to the lowest paid.

Declaration

We are committed to avoiding any form of discrimination in our employment practices and are committed to addressing the gender pay gap over the long term. I confirm that the information contained in this report is accurate.



Philippe Steyaert
Managing Director
Eat Natural Ltd.

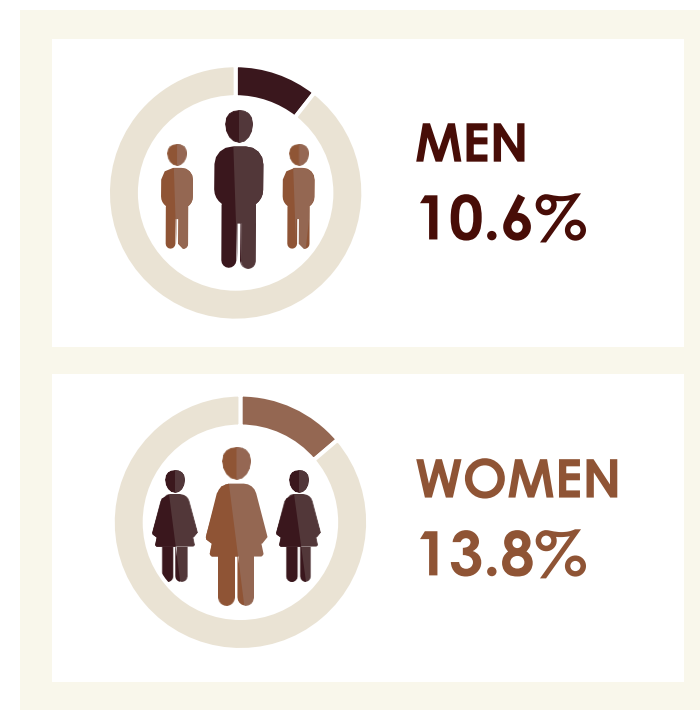
Pay and bonus gaps

	Gender pay gap %	Gender bonus gap %
Mean	1.4%	(30.8)%
Median	2.2%	(120%)

Quartiles

	Male	Female
Upper	60.7%	39.3%
Upper middle	52.5%	47.5%
Lower middle	55.6%	44.4%
Lower	50%	50%

Percentage of men and women receiving bonuses



EAT NATURAL