

# GENDER PAY GAP REPORT 2023



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## FOREWARD

**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.**

Eat Natural, like many businesses in 2022 underwent changes in organisation and reporting lines. Consequently, this has impacted our gender pay gap.

As we manage the transformation, we are assessing how we can continue to build an inclusive culture that enables our great talent to develop and thrive.

In this Gender Pay Gap report, we share our results, reflecting on the drivers of our gap as we continue to evolve our diversity, equity and inclusion strategy. Our goal is to help our colleagues succeed by engaging and inspiring them as 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.

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## FIGURES FOR 2023

### 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.

### Moving forward

We are committed to championing Diversity, Equity and Inclusion across our business. Our focus over the next couple of years will be to embed the diversity, equity and inclusion strategy across the business, increase awareness by providing training to all our people, as well as continue to monitor our data in order to establish goals.

**Philippe Steyaert**  
Managing Director  
Eat Natural Ltd.

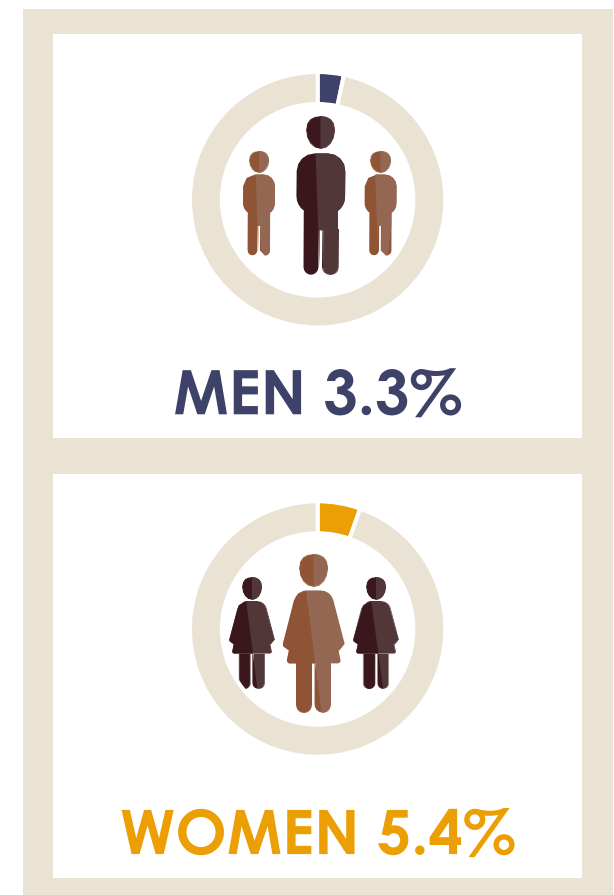
### Pay and bonus gaps

	Gender pay gap %	Gender bonus gap %
Mean	7.1%	13.3%
Median	7.2%	(32.1)%

### Quartiles

	Male	Female
Upper	67.3%	32.7%
Upper middle	72.0%	28.0%
Lower middle	49.1%	50.9%
Lower	40.5%	59.5%

### Percentage of men and women receiving bonuses



**EAT NATURAL**