

## MISSION MARS GENDER PAY GAP REPORT 2022

### WHAT IS THE 'MEAN' GENDER PAY GAP?

The mean or average gender pay gap is the difference in the average hourly rate of pay between females and males across the whole organisation.

### WHAT IS THE 'MEDIAN' GENDER PAY GAP?

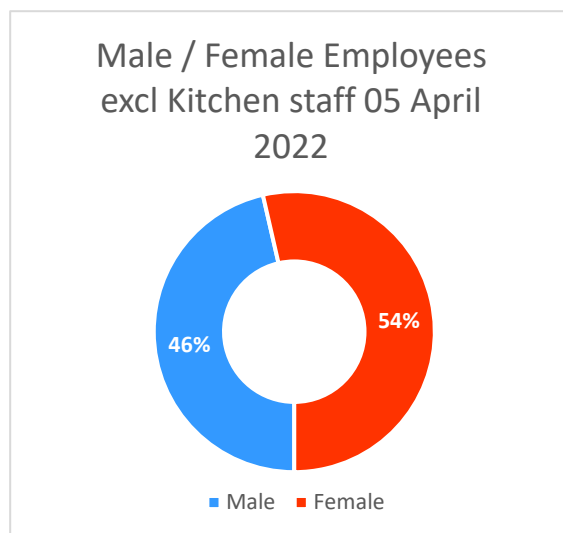
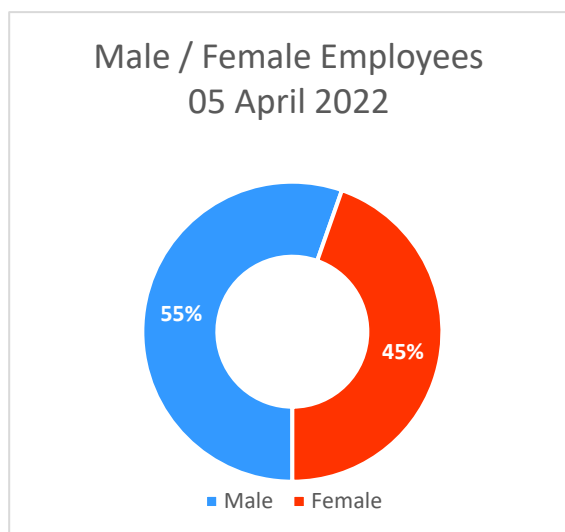
The median gender pay gap compares the mid-point in the range of all hourly rates for females with the same for males.

### HOW ARE THE MEDIAN AND MEAN GAPS CALCULATED?

We have used the calculations which are set out in the gender pay gap reporting regulations. We have used data from over 700 employees, in a variety of roles, in our trading venues and at head office.

### THE RESULTS

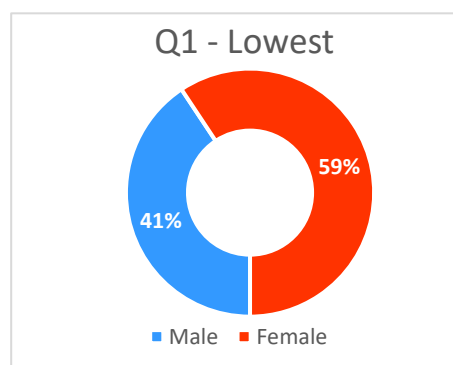
Over 700 employees were deemed to be in relevant employment on the snapshot date of 5 April 2022, working in trading venues and at head office. The percentage of female colleagues is 24%. The variance between male and female colleagues is driven fully by the Kitchens with the majority of chefs and kitchen support roles being filled by males. This is purely driven by the lack of female applicants for kitchen roles. The trend is evident across the sector as a whole. Excluding Kitchen roles, the split between male and female is 46% male, 54% female.



The quartiles charts indicate the rates of pay relevant to that group of colleagues. At the highest rate of pay quartile we see a clear gap between male and female colleagues driven by the most senior roles filled by males. This is further visible when analysing the median point of quartile.

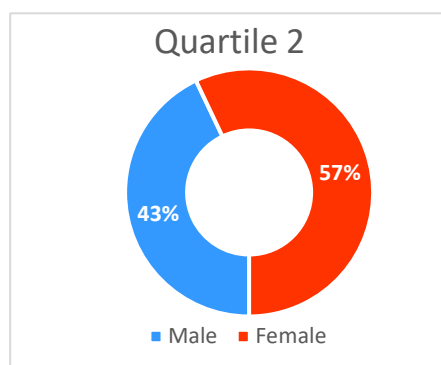
#### Pay Gap 2022

Mean gender pay gap	13.2%
Median gender pay gap	7.4%



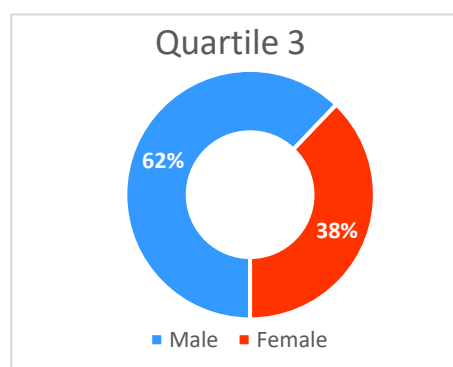
**Q1**

Mean	0.0%
Median	0.0%



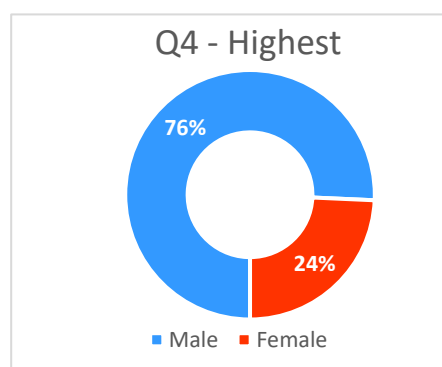
**Q2**

Mean	0.1%
Median	0.0%



**Q3**

Mean	1.1%
Median	-31.1%



**Q4**

Mean	6.4%
Median	-6.8%

The results indicate that despite the colleague split being weighted towards males in the upper quartiles, the number of females in more senior roles and at higher rates of pay has increased. This is evidenced with the negative median variance when looking at male rates of pay in comparison to females.

Pay across the lower quartiles is now consistent across the Group.

We are committed to delivering an inclusive culture across the Mission Mars brands. Continued focus on our internal development routes has seen an increase in the number of female colleagues joining our junior management team. We have seen internal career progression opportunities is a favoured route for a number of colleagues and in general this group stay in the business for an increased period of time. Investment in Mission Mars internal training and development academy will further enhance these opportunities and ensure we continue to progress with measuring our gender pay gap in a positive way.

## **DECLARATION**

We confirm that the data and information reported are accurate as of the snapshot date of 5 April 2022 and have been calculated according to the requirements of The Equality Act 2010 (Gender Pay Information) Regulations 2017.