

# ProCook<sup>®</sup>

## Gender Pay Report

5th April 2023



ProCook Group Plc Registered in England and Wales No. 13679248

## Introduction from Daniel O'Neill, CEO

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Our purpose is to equip everyone with the tools to bring joy to everyday cooking by creating inspirational and memorable experiences for our customers and designing and sourcing beautiful products. To achieve our aims we rely on a happy, engaged team who feel valued and fairly treated, and we are committed to continually working towards greater equality at every level of our business.

A handwritten signature in black ink, consisting of a stylized 'D' and 'O' followed by a horizontal line and a final flourish.

**Daniel O'Neill, CEO, ProCook**



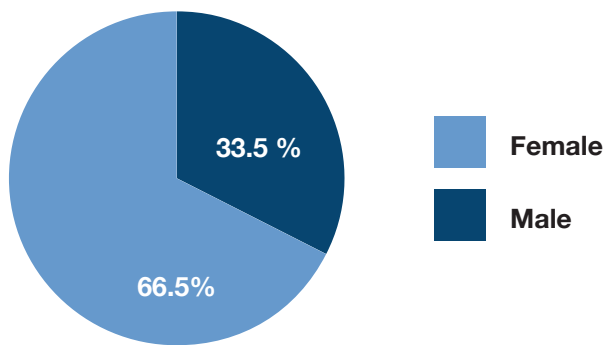
## What is the Gender Pay Report

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We are legally obliged as an employer to give men and women equal pay for equal work, and are also required to report on the overall distribution of pay between genders across the organisation. The gender pay gap measures the difference between the average earnings of men and women in an organisation, regardless of their role or seniority.

The following report follows a calculation methodology set out by the Government Equalities Office to report our mean and median gender pay gap, bonus gap, and distribution across pay quartiles. We regularly publish this data to ensure we meet our legal and moral obligation

### Employee Mix by Gender (5th April 2023)



## Gender Pay Gap

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At ProCook, women earn 94p for every £1 that men earn when comparing median hourly pay. Their median hourly pay is 6% lower than men's.

### 6p Less



When comparing mean hourly pay, women's mean hourly pay is 18% lower than men's.

### The median gender pay gap figure

This is the difference between the hourly pay of the median man and the hourly pay of the median woman. The median for each is the man or woman who is in the middle of a list of hourly pay ordered from highest to lowest paid.

A median involves listing all of the numbers in numerical order. If there is an odd number of results, the median is the middle number. If there is an even number of results, the median will be the mean of the two central numbers.

Medians are useful to indicate what the 'typical' situation is. They are not distorted by very high or low hourly pay (or bonuses). However, this means that not all gender pay gap issues will be picked up. They could also fail to pick up as effectively where the gender pay gap issues are most pronounced in the lowest paid or highest paid employees.

### The mean gender pay gap figure

The mean gender pay gap figure uses hourly pay of all employees to calculate the difference between the mean hourly pay of men, and the mean hourly pay of women.

A mean involves adding up all of the numbers and dividing the result by how many numbers were in the list.

Mean averages are useful because they place the same value on every number they use, giving a good overall indication of the gender pay gap. But very high or low hourly pay can 'dominate' and distort the figure.

## Gender Bonus Gap

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At ProCook, women earn 74p for every £1 that men earn when comparing median bonus pay. Their median bonus pay is 26% lower than men's.

### 14p Less



When comparing mean (average) bonus pay, women's mean bonus pay is 16% lower than men's.

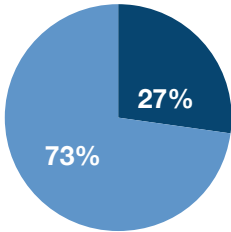
Who received bonus pay  
68% of women  
32% of men



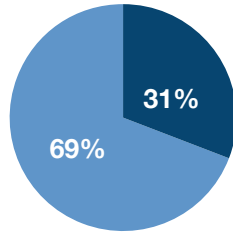
## Gender Demographic Per Pay Quartile

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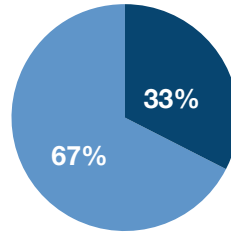
Lower Pay Quartile



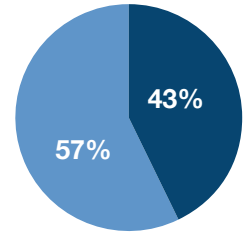
Lower Middle Quartile



Upper Middle Quartile



Upper Pay Quartile



Pay quartiles show the percentage of men and women employees in four equal sized groups based on their hourly pay.

Pay quartiles give an indication of women's representation at different levels of the organisation.

## Our Commitments

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We will continually focus on improving our working environment so that all individuals are able to thrive in their roles, can progress within a structure that is based on performance and merit, and are protected from discrimination and harassment. Gender pay equality forms part of this promise and our agenda commits us to promote equal opportunities, diversity and inclusion across the business.

## Declaration

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We confirm that ProCook's gender pay calculations are accurate and meet the requirements of the Government regulations.

**Daniel O'Neill, CEO, ProCook**

