



## Gender Pay Gap Report 2022

23.5 Degrees Ltd is Starbucks first UK franchised business partner and is required to report annually on gender pay in the UK as necessitated by the UK Equality Act 2010 (Gender Pay Gap Information) Regulations 2017.

With 90 stores, and over 1500 staff, 23.5 Degrees Ltd takes great pride in being an exciting and equitable place to work. At 23.5 Degrees Ltd, everyone is paid for the role they have in the team and their performance in that role. No other factors affect employee remuneration.

23.5 Degrees Ltd is an Equal Pay employer with men and women performing equal work receive equal pay. 23.5 Degrees Ltd does have a Gender Pay Gap of 15%. We will continually explore how we can close any gaps found within our company to create more gender balance. We practice equal opportunities, and we firmly believe in appointing the best candidate into a role regardless of their gender or other factors covered by the Equality Act.

As a company we will continue to assess applications for roles based on competency, and on personal choices our staff have made around their work patterns and work-life balance, not gender and continue to develop our talents from barista to directors, growing our team based on drive for career progression within 23.5 Degrees. The majority of employees instore and back office are female, which we believe is due to shift patterns, and roles within those shifts, along with a large number of positions being part time.

The following figures have been reached using the mechanisms set out in the gender pay gap reporting legislation. The causes of a gender pay gap can be a complex and shifting mix of factors including work, society and family, but by monitoring the pay gap between men and women we can better understand the gap and so target action to reduce it.

### What is 23.5 Degrees Pay Gap?

23.5 Degrees have a Mean gender pay gap of 15% and a Median of 1%.

MEAN GENDER PAYGAP IN HOURLY PAY	MALE	FEMALE
Total of Hourly Pay Rates for Full Pay Relevant Employees	3,339.18	7,345.40
Number of Full Pay Employees	306	793
Mean Hourly Pay Rate	10.91	9.26

15%

MEDIAN GENDER PAYGAP IN HOURLY PAY	MALE	FEMALE
Median Hourly Pay Rate	9.00	8.91

1%

23.5 Degrees has a Mean gender bonus pay gap of 74% and a Median of 25%.

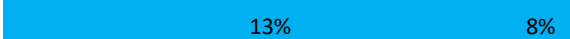
MEAN GENDER PAYGAP IN BONUS PAY	MALE	FEMALE
Total of Bonus Payments made to Relevant Employees in the 12 months to the snapshot date	£311,537.98	£230,983.24
Number of Relevant Employees	385	1,084
Mean Amount of Bonus Pay	809.19	213.08

74%

MEDIAN GENDER PAYGAP IN BONUS PAY	MALE	FEMALE
Median Amount of Bonus Pay	1,530.00	2,053.34

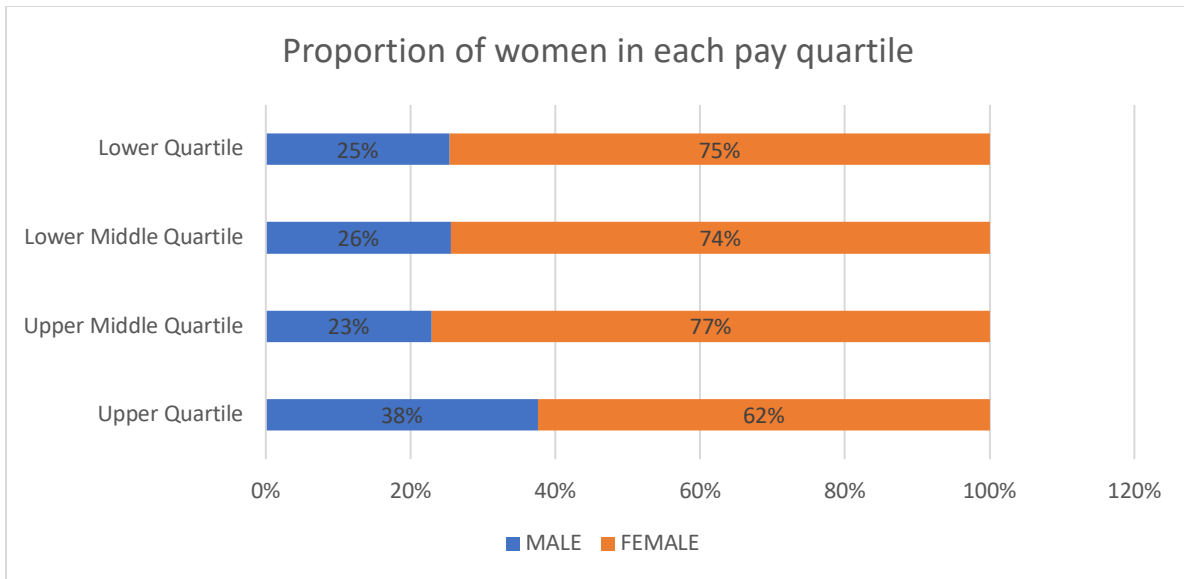
25%

PROPORTION OF MALES AND FEMALES WHO GOT BONUS PAYMENTS	MALE	FEMALE
Number of Relevant Employees who were paid Bonus Pay in the 12 months to the snapshot date	51	91
Number of Relevant Employees	385	1,084
Percentage of Relevant Employees Paid a Bonus	13%	8%



*Pay Quartiles*

The proportion of male and female employees are split into quartile bands based on their Ordinary Pay. The banding illustrates that there is a split of approximately 30% Male to 70% Female split in all quartiles.



**Declaration:**

We confirm that 23.5 Degrees Ltd.'s pay gap data has been collected and presented within this report in accordance with the Equality Act 2010 (Gender Pay Gap Information) Regulations 2017.

Luca Contardo  
Chief Financial Officer