



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

The Gender Pay Gap measures the difference between men and women’s average earnings and is expressed as a percentage of men’s pay. According to the Office of National Statistics, the UK gender pay gap is currently 17.3% in 2019.

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 9% and a Median of -1%.

MEAN GENDER PAYGAP IN HOURLY PAY	MALE	FEMALE
Total of Hourly Pay Rates for Full Pay Relevant Employees	2,619.86	4,576.94
Number of Full Pay Employees	283	546
Mean Hourly Pay Rate	9.26	8.38

Data to submit to HMRC

9%

MEDIAN GENDER PAYGAP IN HOURLY PAY	MALE	FEMALE
Median Hourly Pay Rate	8.21	8.29

Data to submit to HMRC

-1%

23.5 Degrees has a Mean gender bonus pay gap of 81% and a Median of 9%.

MEAN GENDER PAYGAP IN BONUS PAY	MALE	FEMALE
Total of Bonus Payments made to Relevant Employees in the 12 months to the snapshot date	72,955.00	27,825.00
Number of Relevant Employees	283	555
Mean Amount of Bonus Pay	257.79	50.14

Data to submit to HMRC

81%

MEDIAN GENDER PAYGAP IN BONUS PAY	MALE	FEMALE
Median Amount of Bonus Pay	1,162.50	1,062.50

Data to submit to HMRC

9%

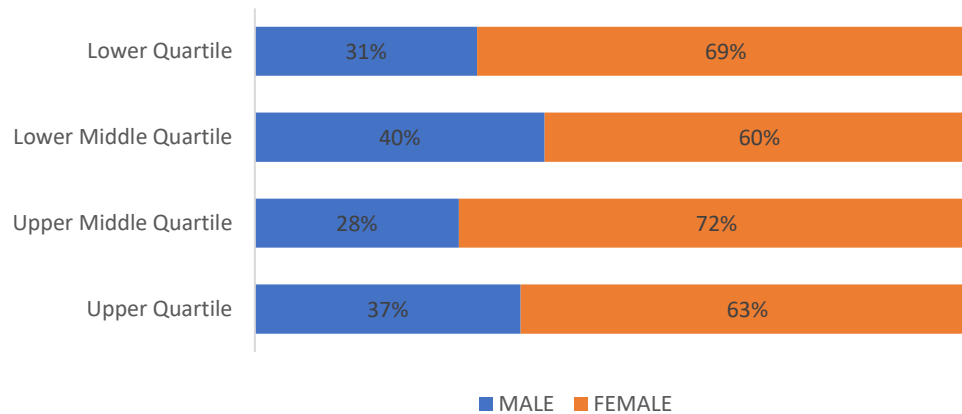


PROPORTION OF MALES AND FEMALES WHO GOT BONUS PAYMENTS	MALE	FEMALE
Number of Relevant Employees who were paid Bonus Pay in the 12 months to the snapshot date	14.00	20.00
Number of Relevant Employees	283	555
Percentage of Relevant Employees Paid a Bonus	5%	4%

Data to submit to HMRC

5%	4%
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Proportion of women in each pay quartile



What is 23.5 Degrees' vision on gender equality as an organisation and how does the GPG reporting fit with this?

The figures above have been reached using the mechanisms set out in the gender pay gap reporting legislation. At the date of this report data our employees were on Furlough Leave and being paid at 100% of their previous year's averaged pay rather than the 80% of the Coronavirus Job Retention Scheme (CJRS) implemented by the government. Therefore, these values still reflect the correct amounts and percentages.

Talent acquisition and progression is based on competency and on the personal choices our staff have made around their work patterns and work life balance. 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. As a company we will continue to assess applications for roles based on ability 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.

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