

Gender Pay Gap Report 2025

What is gender pay gap and how is it calculated?

The gender pay gap reporting is used to show the difference in the average pay between all men and women in a workforce. It is calculated using basic pay including any additional allowances (e.g. Shift Pay, First Aid) before tax and any deductions for employee pension contributions (but after any deductions for salary sacrifice) as well as any bonuses paid. We are required to include both Executive and Non-Executive Directors.

Why are we doing this?

The Government require any UK based company with an excess of 250 employees to publicly report their gender pay gap in a transparent way. Data is submitted into a Government portal, and is then accessible for all to see, and to compare to other organisations.

Understanding the gap

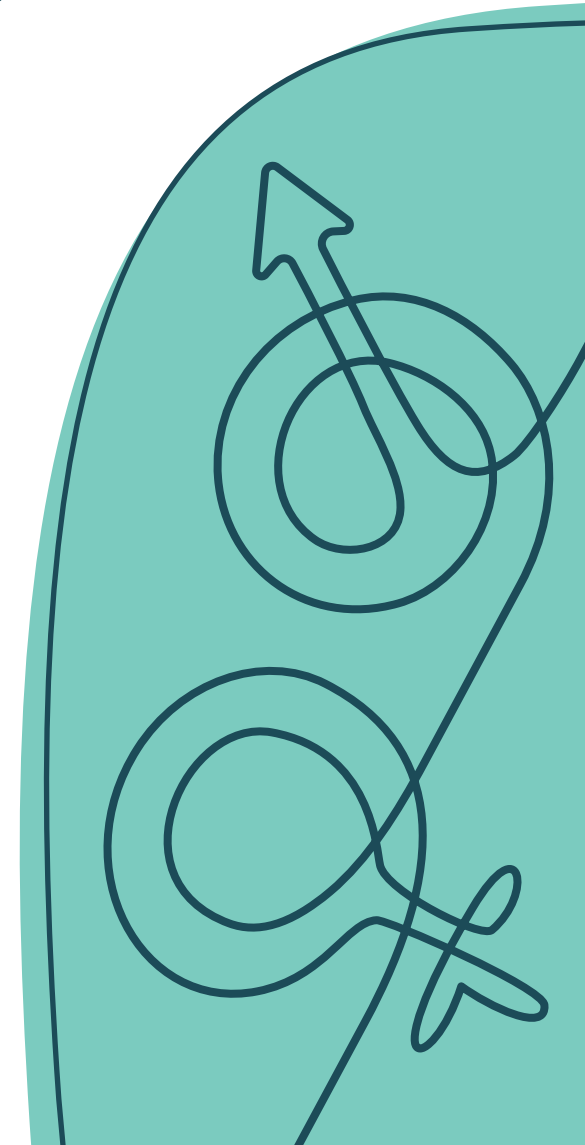
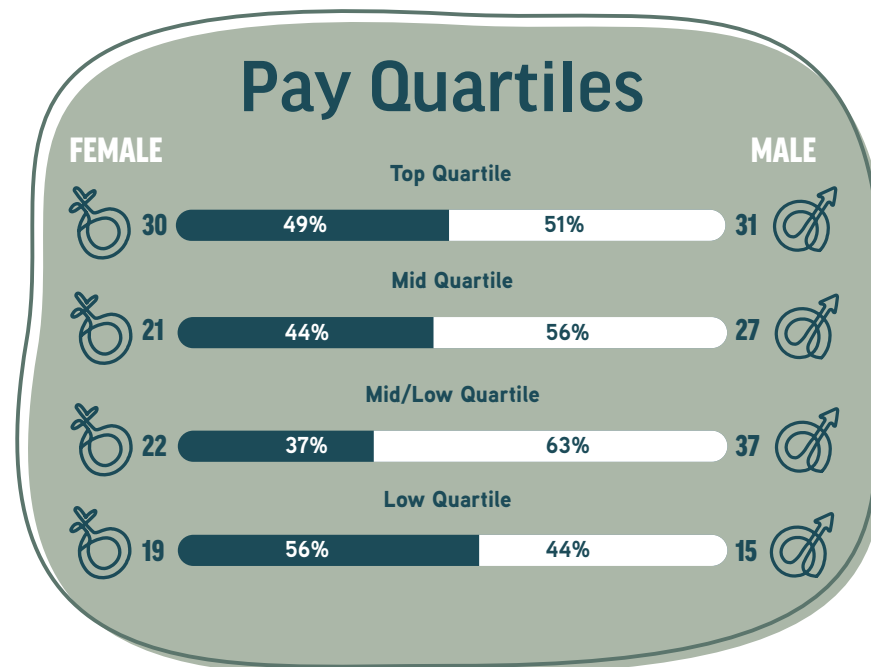
The analysis of our gender pay gap data tells us that our Gender Pay Gap as at April 2024 holds equal levels of women in Senior positions at Treatt alongside men.

However, our Mean Gender Pay gap has increased this year due the gender split of our Top 10 earners (which include both Executive and Non-Executive directors), where 60% are Male and 40% are female.

As at April 2024, women made up 45% of our total workforce in the UK, with 25% women in both our Executive and Non-Executive Leadership Teams.

Alongside this, women in senior positions attract higher paid bonus schemes reducing the bonus gap.

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Understanding the gap

Pay and Bonus Gap

	Mean	Median
Hourly pay gap	64%	0%
Bonus pay gap	41%	28%

Proportion of males and females receiving bonus

 MALE	95%
 FEMALE	93%

How are we going to address the gap

FIND



- Grow our talent pipeline for the long term
- Enhance our partnership activities with STEM, attracting more females into STEM subjects

ATTRACT



- Attract the best talent
- Develop a more inclusive and attractive Treatt employer brand
- Ensure unnecessary barriers or unconscious bias are eliminated

ENABLE



- Enable our people to reach their full potential
- Ensure our family friendly policies create harmony between home and work life
- Proactively identify opportunities in our succession planning
- Share and celebrate our success stories
- Proactive coaching and mentoring support



" Achieving gender equality in the workplace is not only a matter of fairness, but also a powerful driver of innovation, productivity, and sustainable growth. Closing the gender pay gap is essential to unlocking the full potential of our workforce and creating a more inclusive and equitable future for all.

Challenging the gender pay gap is not just about correcting disparities - it's about reshaping the future. By advocating for equal pay, we pave the way for a world where talent, not gender, determines success. And for us, this is not just a workplace issue - it's a family issue. Fair pay for all means stronger financial stability, better opportunities for children, and a healthier future for families. When women are paid equally, families thrive together. "

David Shannon