



Gender Pay Gap Report 2023

What is the report?

- We are an employer required by law to carry out Gender Pay Reporting under the Equality Act 2010 (Gender Pay Gap Information) Regulations 2017
- The data being reported is a snapshot of all employees on April 5th 2023

Gender Pay Gap Results : For April 2023

Result	This means that...
Mean Hourly Pay GPG : 3.6%	Men were paid 3.6% more on average than women on this date. This was 5.8% in 2022 and 1.4% in 2021.
Median Hourly Pay GPG : 2.4%	The median pay received by men is 2.4% more than women on this date. This was 0% gap in 2022 and 7.7% in 2021.
Mean Bonus Pay GPG : 4.3%	Women received bonus payments 4.3% lower on average than men. This was 6.8% in 2022 and 6.9% in 2021.
Median Bonus Pay GPG : -8.2%	The median bonus pay received by women is -8.2% compared to men (women earned higher). This was 12.3% in 2022 in favour of men and -25.6% in 2021 in favour of women (women earned higher).
Proportion of males receiving bonus pay: 8.8%	8.8% of all males received a bonus during tax yr 22/23. This was 58.1% in tax yr 21/22 and 2.9% in tax yr 20/21.
Proportion of females receiving bonus pay: 5.8%	5.8% of all females received a bonus during tax yr 22/23. This was 51.4% in tax yr 21/22 and 2.9% in tax yr 20/21.

Population quarters: For April 2023

Population quarters	Females: Apr 23	Males: Apr 23	Females: Apr 22	Males: Apr 22	Females: YoY variance	Males: YoY variance
upper hourly pay quarter	46.1%	53.9%	42.1%	57.9%	4.0%	-4.0%
upper middle hourly pay quarter	37.2%	62.8%	36.5%	63.5%	0.7%	-0.7%
lower middle hourly pay quarter	43.4%	56.6%	34.9%	65.1%	8.5%	-8.5%
lower hourly pay quarter	49.2%	50.8%	56.2%	43.8%	-7.0%	7.0%
Totals	44.0%	56.0%	42.4%	57.6%	1.6%	-1.6%

Commentary: For April 2023

What is **Gender Pay Gap**?

- GPG is defined by the UK Government as an equality measure that shows the difference in average earnings between women and men*
- The UK GPG is currently at its lowest ever rate of 18%. GPG does not show differences in pay for comparable jobs.

How does HelloFresh compare to the UK average?

- HelloFresh GPG for 2023 was **3.6%**, this is much lower than the UK average of **14.3%****

How are we currently trying to close the gap?

- Provide family friendly policies for all employees (we have doubled our maternity leave offer, so eligible employees are now entitled to 26 weeks of fully paid leave) and we aligned our adoption policy with the new offer***
- Conduct International Women's Day Leaders panel, aimed to inspire our gender inclusive culture
- We follow new legislation allowing employees to request flexible working from day one of employment

References:

*<https://www.gov.uk/government/news/uk-gender-pay-gap>

**<https://www.statista.com/statistics/280710/uk-gender-pay-gap/>

***https://www.linkedin.com/posts/hellofresh_worklifebalance



Commentary continued: For April 2023

Our future plans to continue to close our gap

- Consider measures to widen our family friendly policies
- Create & publish new policy supporting employees experiencing menopause
- Incorporate GPG analysis as part of our pay reviews