

GENDER PAY REPORT 2021



Coffee#1

Coffee#1 is and will remain an inclusive business that is welcoming of the diverse perspectives that different nationalities, sexualities, cultures and genders provide.

We are required to report on gender pay rates based on a snapshot of data taken from 5th April 2021 using all relevant employees.

We recognise that there is remaining work for us to do to address gender inequality in our business. We are committed to addressing this and have identified some initial actions that are outlined at the end of this report. Implementing these plans and continuing to ensure that employees are rewarded equitably regardless of gender will enable our team to feel valued and help underpin the culture of the Coffee#1 business.

I am confident that the data and information reported are accurate as of the snapshot date of 5 April 2021 and have been calculated according to the requirements of The Equality Act 2010 (Gender Pay Information) Regulations 2017.

Bruce Newman

Manging Director

Coffee#1

Coffee#1

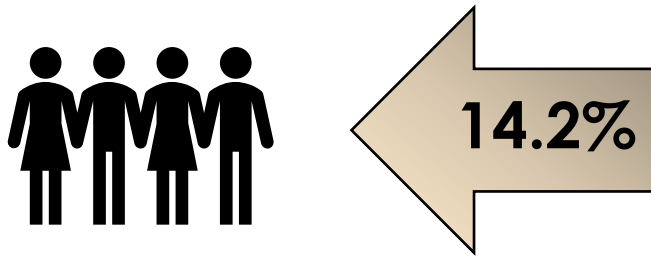
Our Results

	2018 (%)	2020 (%)	2021 (%)
Gender pay gap as a mean average (%)	5.0	23.3	14.2
Gender pay gap as a median average (%)	0.0	22.5	6.0
Gender bonus pay gap as a mean average (%)	-24.0	19.1	27.6
Gender bonus pay gap as a median bonus (%)	-31.0	13.1	4.1
Proportion of males receiving bonus (%)	10.0	19.6	16.3
Proportion of females receiving bonus (%)	12.0	13.2	11.6

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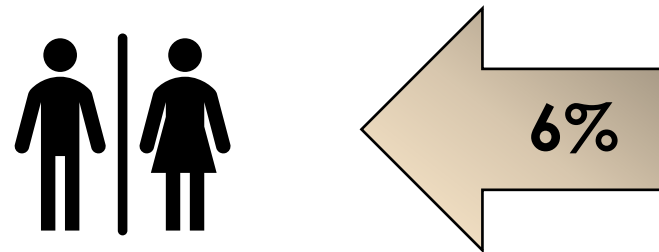
Gender pay gap as a mean average

The difference in pay between our total wage spend-per-woman and our total wage spend-per man.



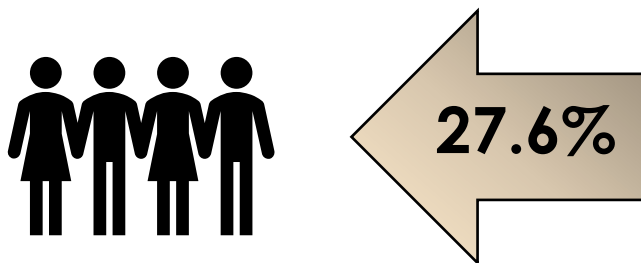
Gender pay gap as a median average

The difference in pay between the middle-ranking woman and the middle-ranking man.



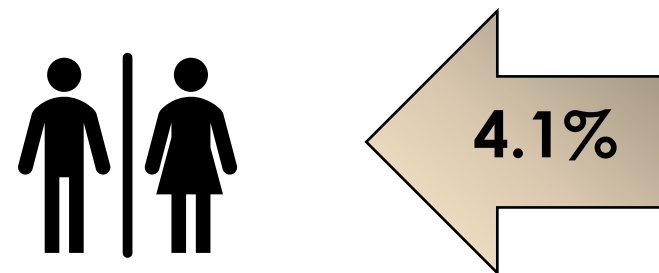
Gender bonus pay gap as a mean average

The difference in bonus between our total bonus paid-per-woman and total bonus paid-per-man



Gender bonus pay gap as a median average

The difference in bonus pay between the middle-ranking woman and the middle-ranking man.

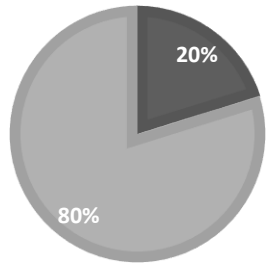


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Proportion of Males and Females by Pay Quartile

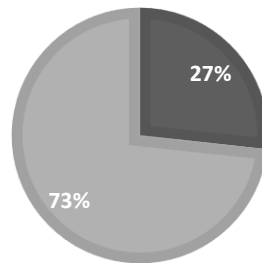
1ST PAY QUARTILE

■ Male ■ Females



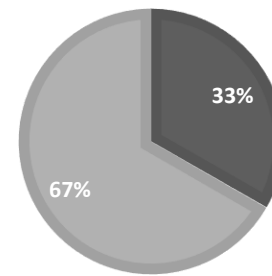
2ND PAY QUARTILE

■ Male ■ Females



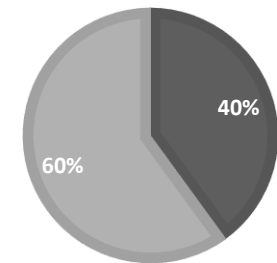
3RD PAY QUARTILE

■ Males ■ Females

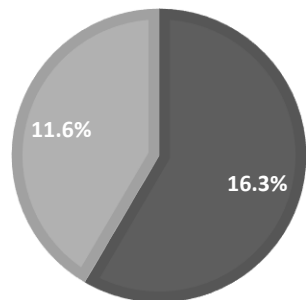


4TH PAY QUARTILE

■ Male ■ Females



■ Male ■ Females



Proportion of Males and Females receiving bonus

Coffee#1

Coffee#1 is an inclusive and merit-led business; welcoming of the diverse perspectives that different nationalities, sexualities, cultures and genders provide. We are committed to inequality of reward regardless of gender, sexuality or ethnicity.

While our mean and median gender pay gap have reduced between the 2020 and 2021 snapshot dates, the opportunity for review and the implement of further action remains.

OUR PLAN:

Our people strategy is simple and based upon the principle of attracting and developing brilliant people with values that align with the Coffee#1 employer brand. This principle is complimented by a determination to provide a framework of fair and progressive reward.

In responding to the results of the 2021 gender pay gap, our 2022 actions will include:

- ✓ Continued review of our packages of compensation and benefits extending to pay rate, salary, bonus and benefits
- ✓ Enhancement of our development programs including the addition of diversity in the workplace training to enable professional and personal growth
- ✓ Analysis of gender distribution within each role band to determine any unconscious gender bias
- ✓ The continuation of fully merit-based recruitment and reward processes