



# our 2022 gender pay report

At innocent, we want to be a business that's good all round. That means selling good stuff that we're proud of, buying the decent tea bags for the kitchen that cost a bit more but don't make your face wince after every sip, and welcoming, respecting and valuing perspectives from people with different backgrounds and identities. One way of showing we respect everyone who works for us is to tackle our gender pay gap.

A gender pay gap shouldn't exist, and we want ours to disappear completely in the not-too-distant future. We report on ours every year to keep an eye on how we're doing and make sure the gap is getting smaller.

The gender pay gap is the difference between pay for men and women in a business, but it doesn't directly compare the salaries of men and women doing the same job. Instead, it measures the average salary across different roles and levels in the company.

Before we tackle the maths, we should mention that we've grown since last year. We now have over 800 people working across Europe and Asia, with over 350 of us at our Fruit Towers headquarters in London. We're happy to see all the news faces, but the tea bag order is becoming quite unmanageable.

The reporting below is the gender pay gap data for everyone based in the UK.

## our results

**innocent UK combined  
median pay gap of  
**+6.7%**  
(2021: 9.7%)<sup>1</sup>**

**innocent Ltd  
median pay gap of  
**-0.9%**  
(2021: 8.4%)<sup>2</sup>**

Our UK combined gender pay gap for everyone who works in the UK is 6.7%. We're happy it's gone down from 9.73% in 2021 and is a lot lower than the ONS reported 2021 national average of 15.4%<sup>3</sup>.

The other numbers for innocent Ltd are what the UK government asks us to report on<sup>2</sup>. They give clear guidance on what we need to share, so if you look on the gov.uk website on gender pay reporting, this is what you'll see.

The bad news is we still have a pay gap. The good news is it's on the way down. We've dug into the data to make sure we know what's happening and what we need to do next.

Our pay gap exists because, although we employ over 60% of women in our UK based jobs, we have slightly more men at the top. So we've been working to get gender balance across innocent, especially at senior levels. We reduced the gap this year and increased the number of women in leadership roles by 6%. 23% of the women who work at innocent are in leadership roles compared to 26% of the men.

To help us keep bringing the pay gap down, we'll continue to focus on creating progression and development plans for everyone at innocent. This year we offered our senior female leaders external, board level mentoring by joining the 2022 Accelerate mentoring programme, and our Fairness in Gender group continues to give people a safe space to talk about their career development.

We're also working on how we hire and promote people. We've redesigned our hiring training to work even harder to tackle unconscious bias and our conscious inclusion training continues to help managers bring out the best from the diversity in their team.

And we're not going to stop there. We'll keep going until the pay gap is gone and everyone feels welcome, safe and able to achieve whatever they want from their career.

See you next year.

<sup>1</sup> innocent's combined gender pay gap figure includes anyone working in the UK. This captures all legal entities including those with fewer than 250 employees.

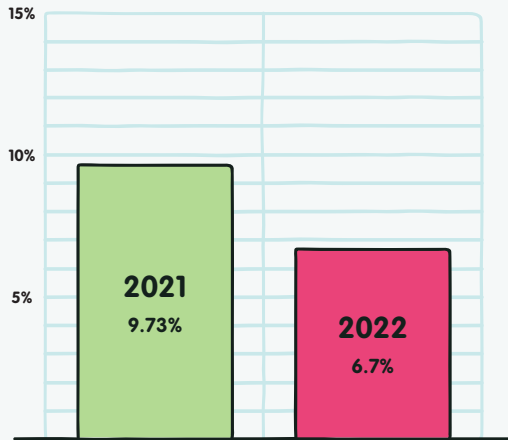
<sup>2</sup> The UK government asks us to report the gender pay in detail for any legal entity with over 250 people. In the UK our main employing entity is innocent Ltd and we have published these results on the gov.uk website.

<sup>3</sup> Office for National Statistics, 26 October 2021 up slightly from 14.9% in 2020.

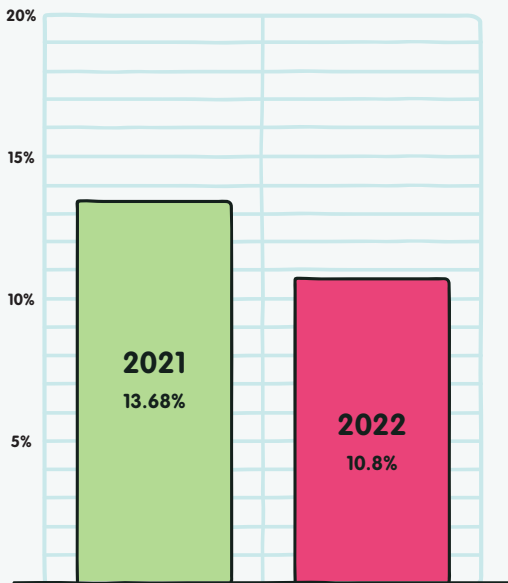
# our results in detail

## innocent UK combined

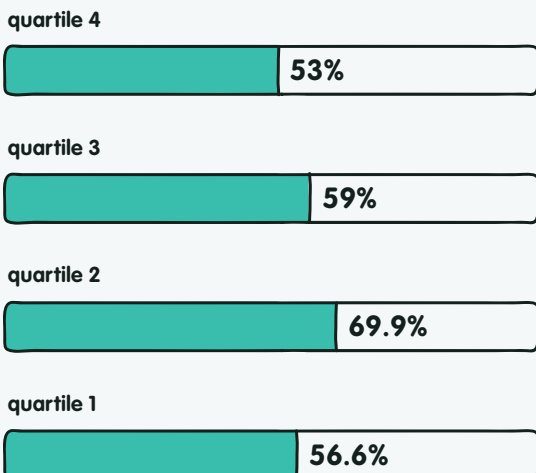
median hourly pay gap



mean hourly pay gap

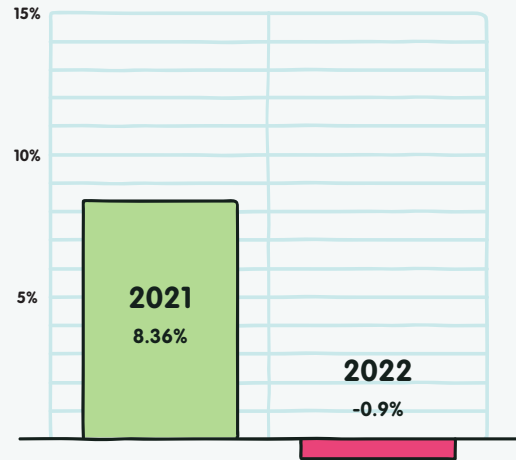


% of women in each pay quarter

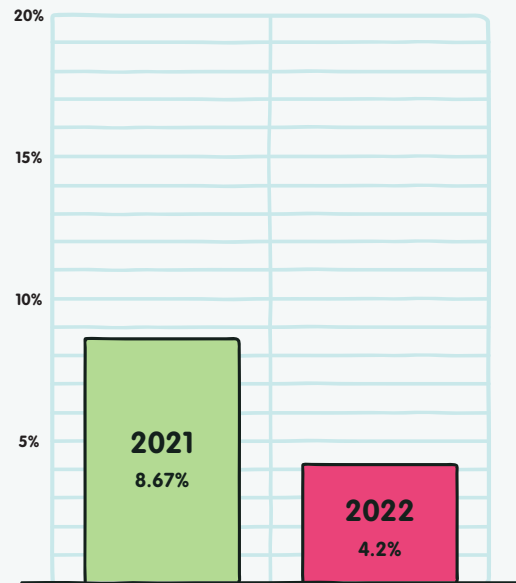


## innocent Ltd

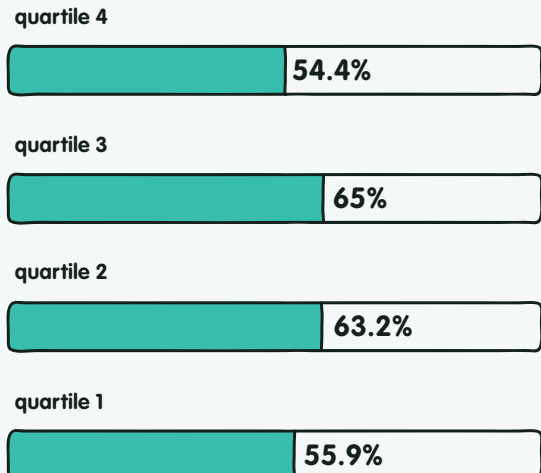
median hourly pay gap



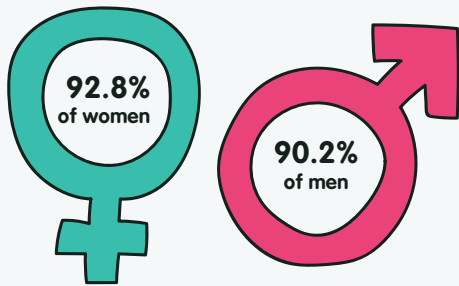
mean hourly pay gap



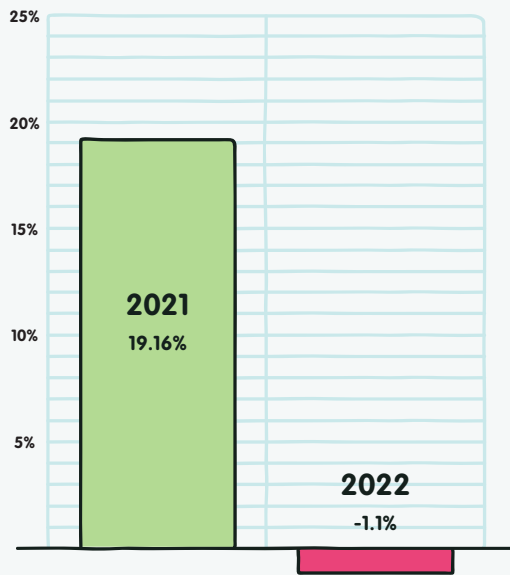
% of women in each pay quarter



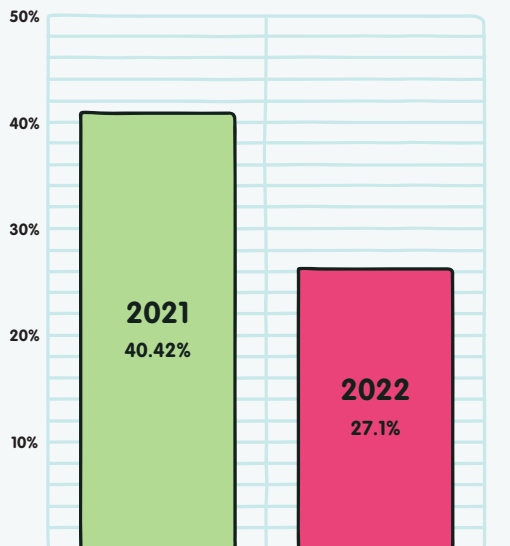
who received bonus pay?



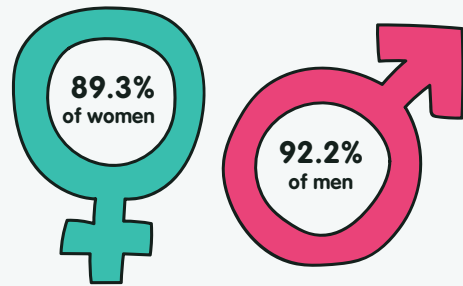
median bonus gap



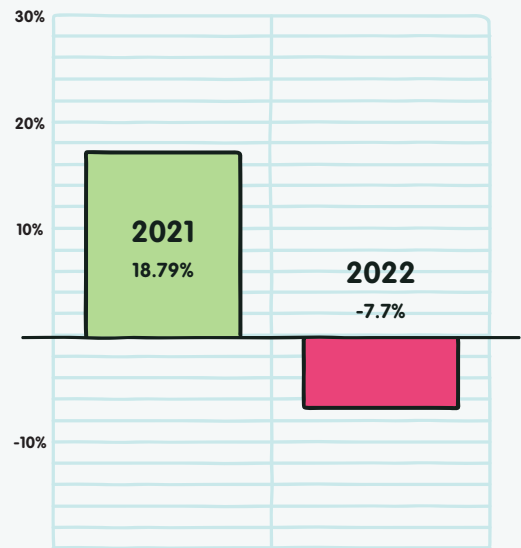
mean bonus gap



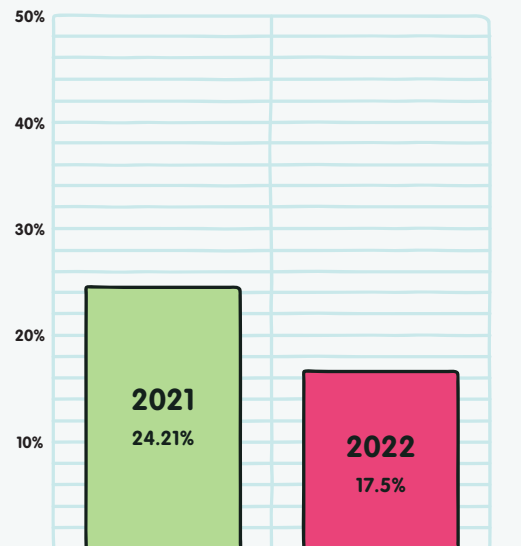
who received bonus pay?



median bonus gap



mean bonus gap



declaration

Signed by an important person to say everything in this report is completely true based on our April 5th 2022 snapshot

*S.J. Norman*

Sarah-Jane Norman, Global HR Director