



our 2023 gender pay report

At innocent, we want to be a business that's good all round. That includes encouraging and valuing different perspectives, and we can only do that if we're a diverse bunch. We want everyone to feel included, respected and treated fairly, whatever their background and identity.

A gender pay gap is something that shouldn't really exist, and we want to make ours so small it's – well, not there at all. Reporting on it helps us keep an eye on how we're doing.

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. UK organisations with more than 250 employees legally have to publish those numbers so that anyone can take a look. The further the number from 0, the wider the gap is. If it's above 0 the gap is in favour of men, if it's below 0 it's in favour of women.

Before we get stuck into the numbers, it's worth mentioning we have over 800 people working at innocent across Europe, and just over 350 of us at Fruit Towers in London (our headquarters). The report below is the gender pay gap data for everyone based in the UK.

our results

**innocent UK combined
median pay gap of
-7.1%
(2022: 6.7%)¹**

**innocent Ltd
median pay gap of
-11.6%
(2022: -0.9%)²**

Our combined gender pay gap for everyone who works in the UK is -7.1%. We're really pleased to have closed our gender pay gap and are chuffed that it's a lot lower than the ONS reported 2022 national average of 14.9%.

Rather than giving ourselves a pat on the back, we've dug into the data to make sure we know what is happening and what we need to do next. This number will constantly fluctuate as it's a snapshot in time, but what it does show is that our efforts in previous years are working.

This year, we were able to close the pay gap because more women were recruited at senior level than men. We're proud of the work we've done to make our recruitment process inclusive and give people a chance to show their best selves. For example, we've started sending challenges for interviews a week in advance – this allows people to show us their best work instead of putting them on the spot, to better reflect real life situations. We've helped our candidates in interviews by asking them about any adjustments they may need, and by offering sensory toys to de-stress. And for senior jobs we've aimed to balance gender representation on candidate slates.

We're investing in managers to make sure they're having great conversations with their teams and supporting them with career progression and development plans. This is because it can take time for people to move on from existing roles and leave space for change. We're also investing in connecting our senior leaders so they can learn together, and our Fairness in Gender group continues to provide people at innocent a safe space to talk about how they can continue to grow and develop.

We want innocent to be a place where everyone feels welcome and can live the life they want alongside work. So we've introduced flexible bank holidays and the option to buy holiday to give people more choice on when they work. We've launched our fertility friendly workplace policy to make sure that starting a family doesn't stop our people progressing in their career. And we've continued to offer a gender-equal parental leave policy, to increase the understanding and support for our people who are balancing parenting and their work.

We know our gender pay gap number could easily go up or down, so we don't plan to stop here. We'll continue to work on making innocent an inclusive place to work and an environment where everyone is set up for success.

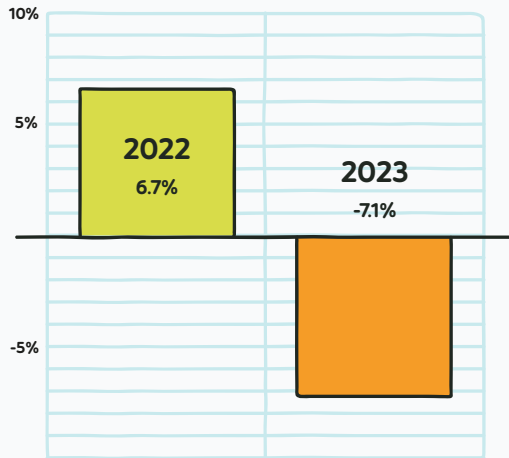
¹ innocent's combined gender pay gap figure includes anyone working in the UK. This captures all legal entities including those with fewer than 250 employees.

² 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. Sadly, these numbers do not include a few teams. That's why when we talk about the gender pay gap at innocent, we focus on the innocent UK combined numbers. These include everyone who works here at innocent in the UK.

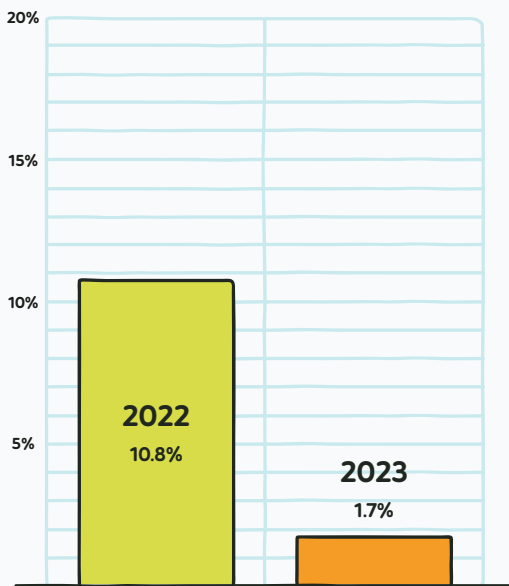
our results in detail

innocent UK combined

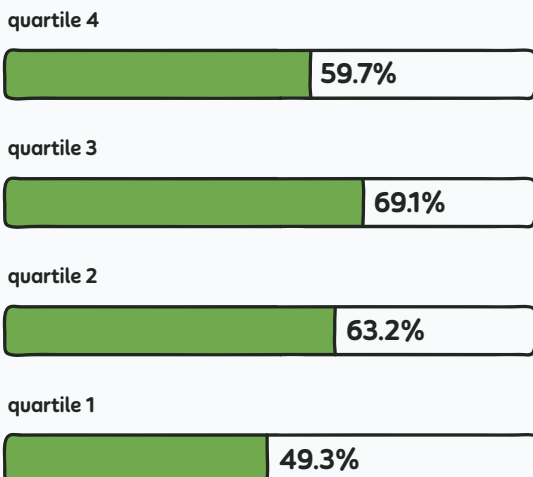
median hourly pay gap



mean hourly pay gap

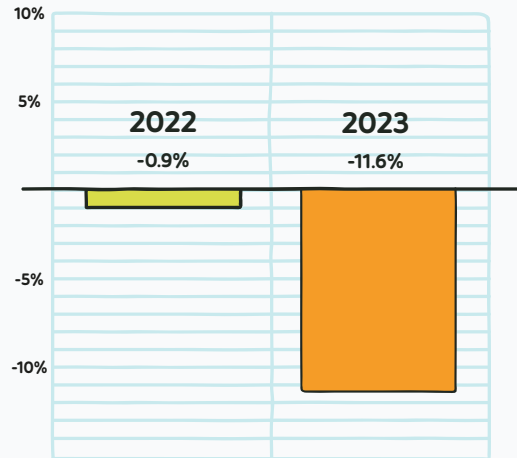


% of women in each pay quarter

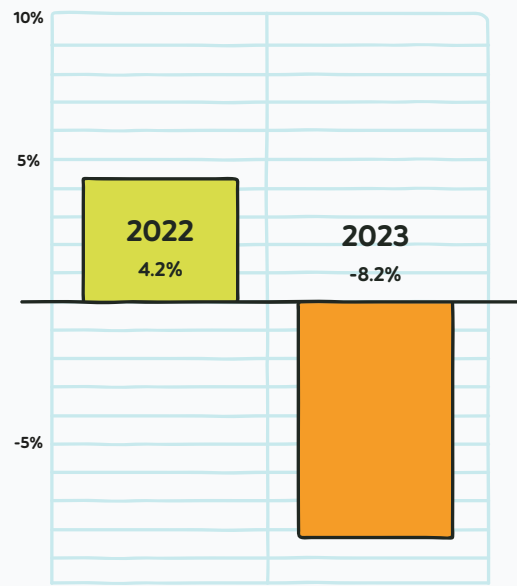


innocent Ltd

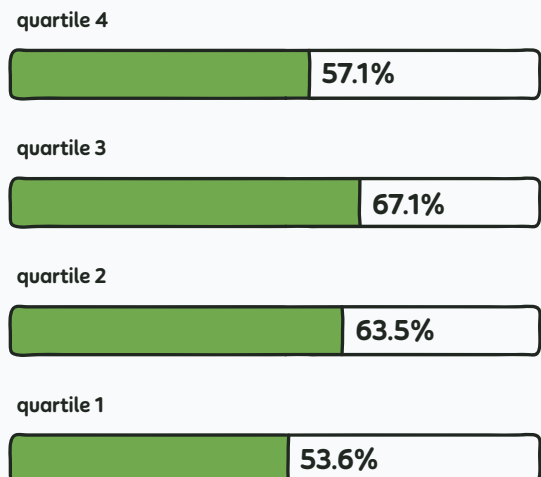
median hourly pay gap



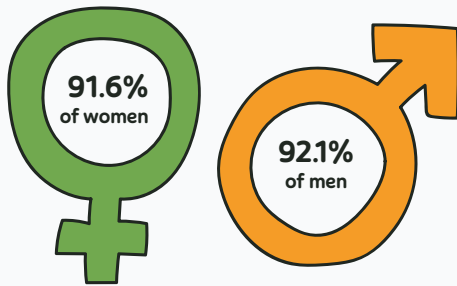
mean hourly pay gap



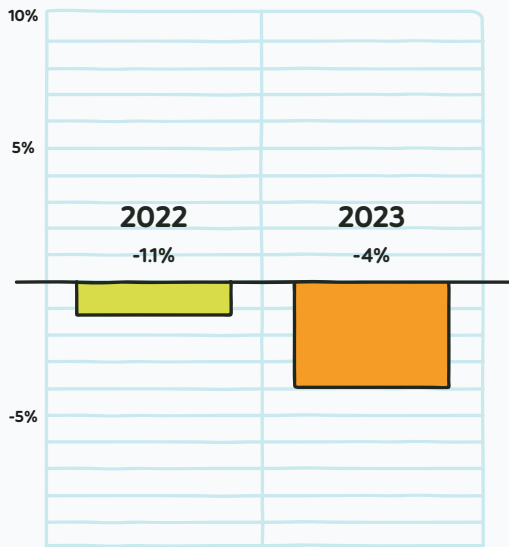
% of women in each pay quarter



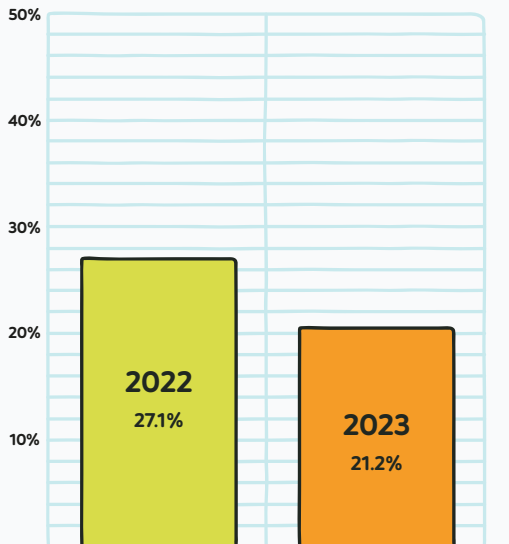
who received bonus pay?



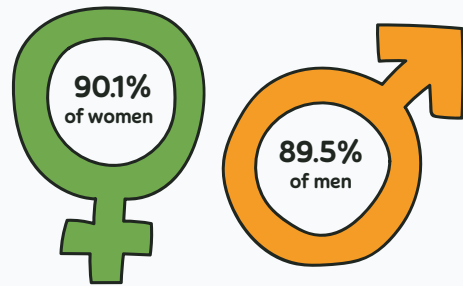
median bonus gap



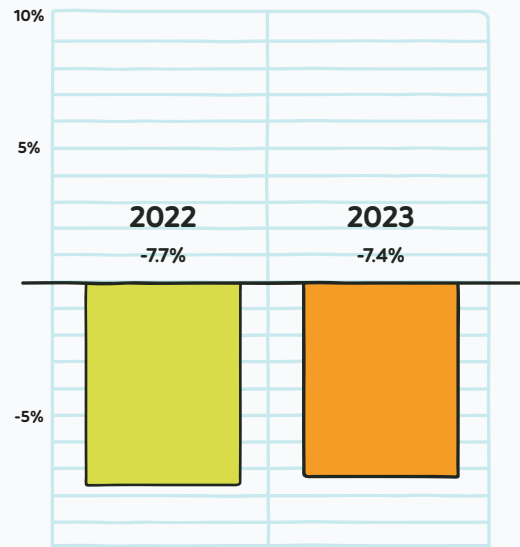
mean bonus gap



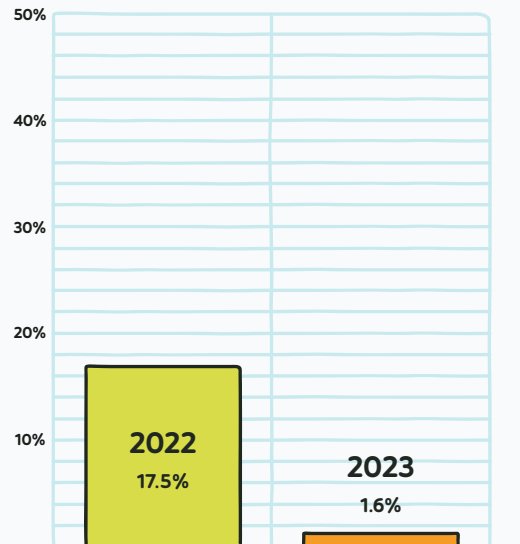
who received bonus pay?



median bonus gap



mean bonus gap



declaration

Signed by an important person to say everything in this report is completely true based on our 5th April 2023 snapshot.

S.J. Norman

Sarah-Jane Norman, company director, people and culture