








GENDER PAY GAP REPORT

2025



OUR VALUES

-  Only source the best beans in the world
-  Only hire the best baristas in town
-  Recycle & Upcycle
-  Support our homeless community
-  Never fear competition, open right next door instead
-  Leave the herd behind
-  Repeat





WHAT IS THE GENDER PAY GAP?

The gender pay gap is the difference between the average (mean or median) earnings of males and females across a workforce.

It is different to Equal Pay which is about males and females receiving the same pay for doing the same job.

The Government has asked companies with over 250 employees to calculate, report and publish these gender pay gap figures:

1. percentage of male and female in each earnings quartile
2. mean (average) gender pay gap, based on hourly pay
3. median (middle) gender pay gap, based on hourly pay
4. percentage of male and female employees receiving a bonus
5. mean (average) gender pay gap for bonus pay
6. median (middle) gender pay gap for bonus pay

The gender pay gap calculations are based on payroll data drawn from a specific date from each year. This specific date is called a 'snapshot'.

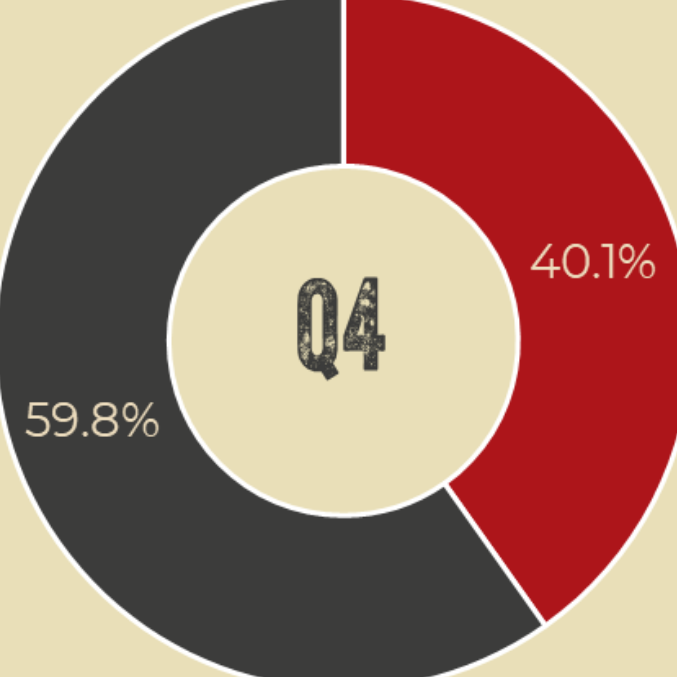
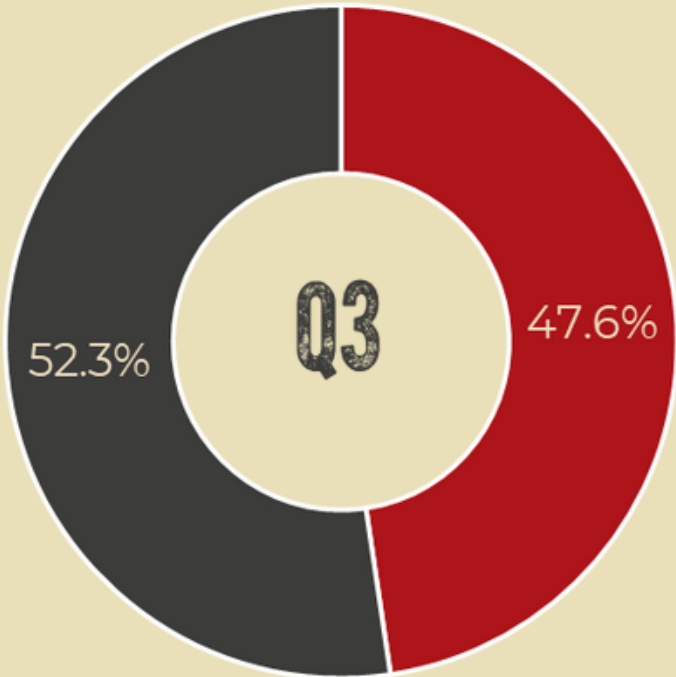
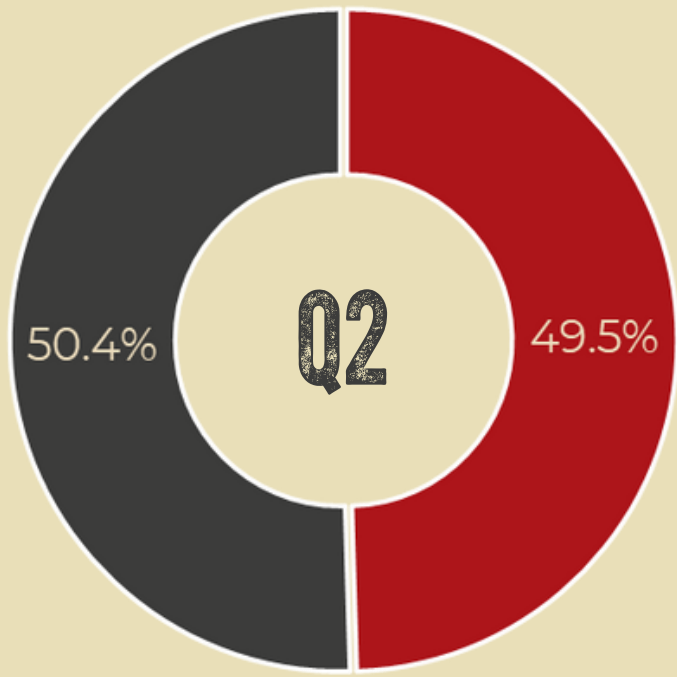
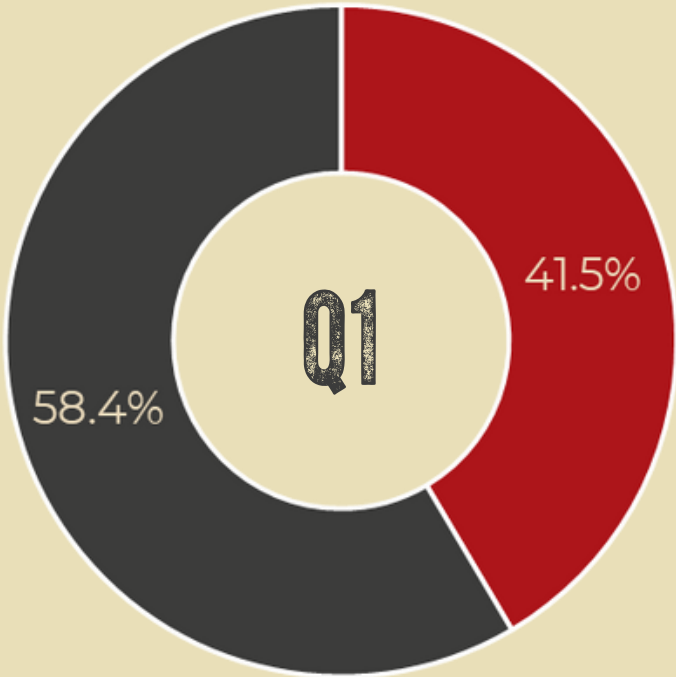


THE RESULTS

PERCENTAGE OF MEN AND WOMEN IN EACH EARNINGS QUARTILE

We divided employees into pay quartiles.

There is an equal number of employees in each quartile, ranging from the lowest paid in quartile 1 to the highest in quartile 4.



 Female  Male

GENDER PAY GAP BASED ON HOURLY PAY

Median gender pay gap hourly pay



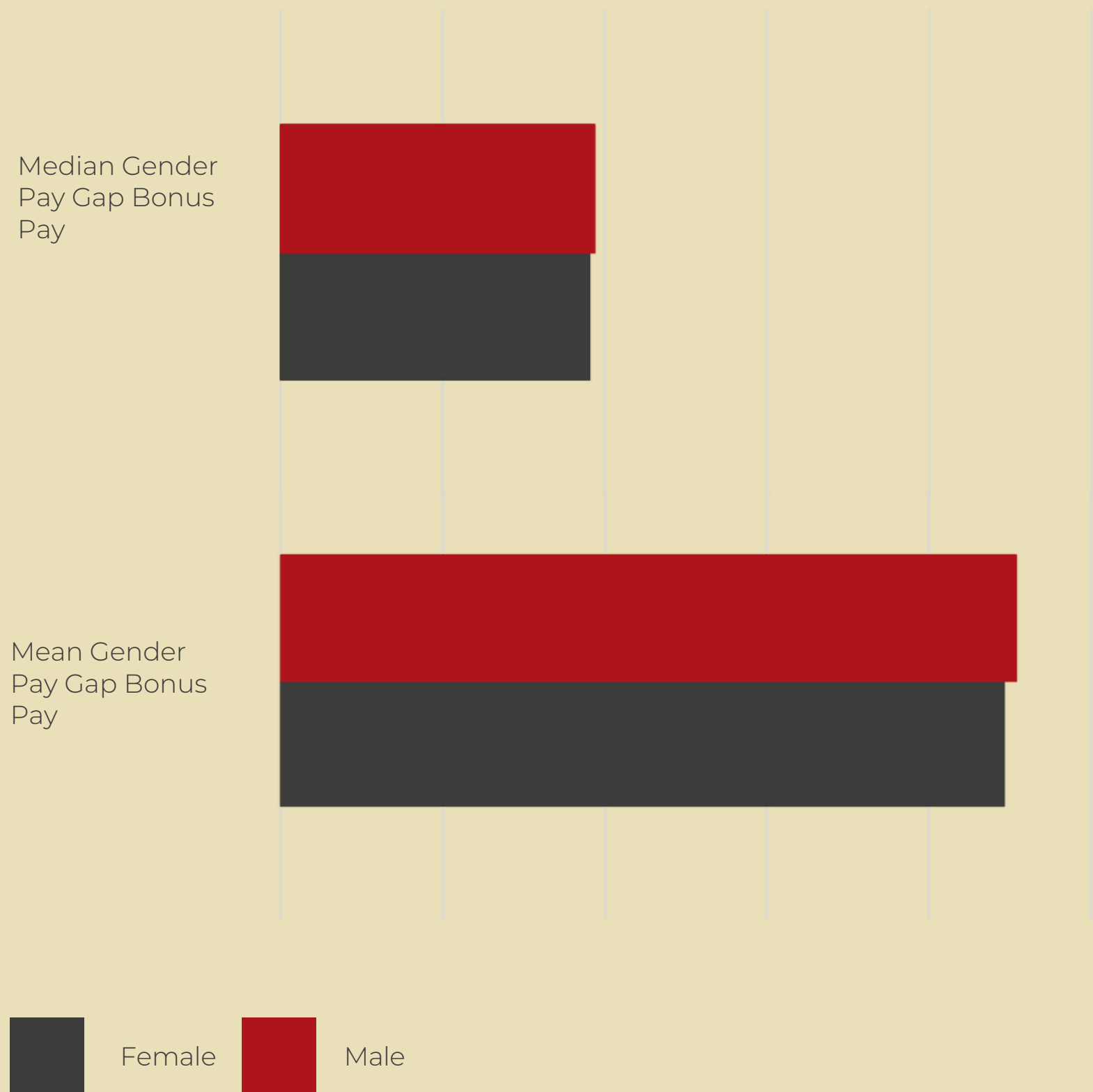
The median pay gap difference is 0.1%, meaning the middle-earning female employee earned 0.1% less than the middle-earning male employee.

Mean gender pay gap hourly pay



The mean pay gap difference is 0.1% meaning the average female employee earned 0.1% less than the average male employee.

GENDER PAY GAP BASED ON BONUS PAY



At the time of the snapshot, 85% of all staff had received a bonus in the previous 12 months.

4.7% more females received a bonus than males.

The median bonus paid to male employees was 1.6% higher than female employees.

The mean female employee bonus was 1.7% lower than the mean male employee bonus.

SUPPORTING NARRATIVE

As a hospitality business, most of our workforce are Baristas, who are paid hourly and usually earn just above the National Minimum Wage. This influences our median hourly pay gap, which now shows near-equal pay between male and female employees, with a 0.1% difference.

In Quartile 4, we've seen a 3.8 percentage point increase in the share of female employees compared to last year.

I confirm that the published information is accurate.



Isobel Childs | Managing Director | April 2025



**LEAVE THE
HERD BEHIND**