



Gender Pay Gap at On A Roll Sandwich Company

2025 Gender Pay Gap Statement

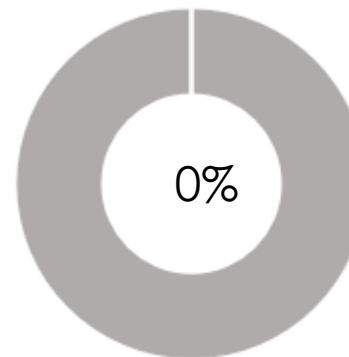
Reporting for the second year in 2025, we are pleased to share our latest gender pay gap results. Our outcomes continue to reflect our commitment to equality, fairness, and inclusion across the organisation.

Once again, our median gender pay gap remains at 0%, demonstrating that men and women continue to be paid equally at the midpoint for comparable roles. Our mean gender pay gap of 7% is influenced by the distribution of senior roles, where men continue to be more prevalent. However, we remain focused on supporting equity at all levels, and our Senior Management Team continues to include female representation. We do not differentiate in pay for individuals carrying out the same roles, and our results remain broadly in line with, or favourable compared to, others within our industry.

Although our workforce continues to attract a higher proportion of male applicants, resulting in more males than females employed overall; we are pleased that this has not resulted in any disparity in median pay. We remain committed to encouraging a diverse pool of candidates to consider joining our business, and we are focused on ensuring that development opportunities remain accessible and equitable for all colleagues.

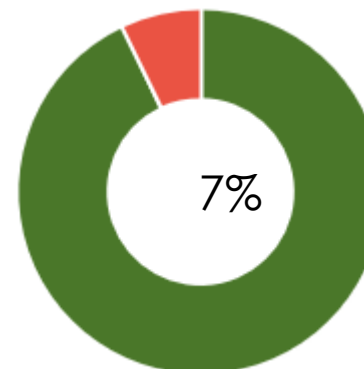
We are also pleased to confirm that 100% of both male and female employees received a bonus during the reporting period. Our median gender bonus gap is -30.7%, meaning that the midpoint bonus received by women was higher than that received by men. This difference reflects variations in length of service and attendance, which directly influence bonus amounts. The mean gender bonus gap remains at 0%, illustrating that average bonus values remain consistent overall.

As we look ahead to 2026, we remain committed to promoting equality, driving inclusive practices, and ensuring fair and consistent reward structures that support all colleagues across our organisation.



Median Gender Pay Gap

Across the 281 employees included in this years' report our midpoint pay is exactly the same for both males and females



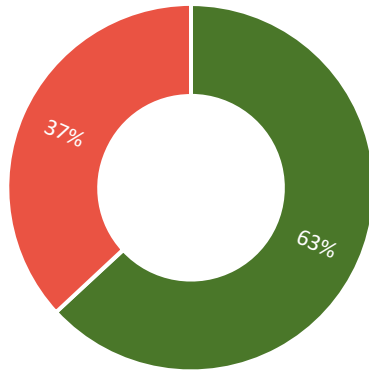
Mean Gender Pay Gap

On average, across all of our roles, females are paid 7% less than males

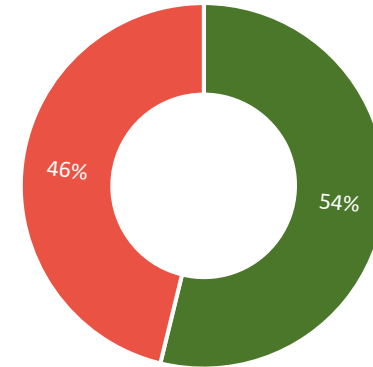


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UPPER QUARTILE



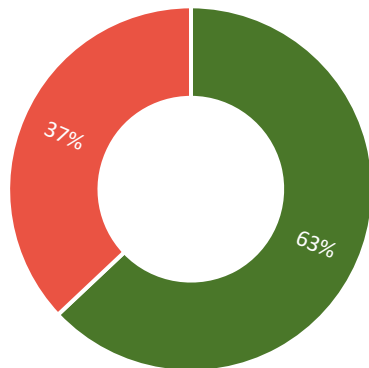
LOWER MIDDLE QUARTILE



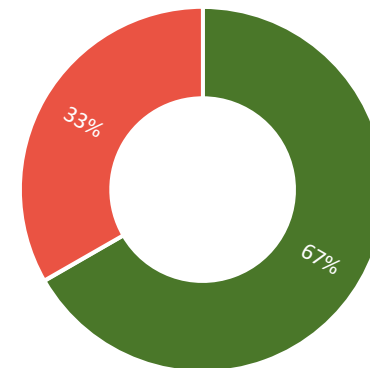
GENDER SPLIT



UPPER MIDDLE QUARTILE



LOWER QUARTILE



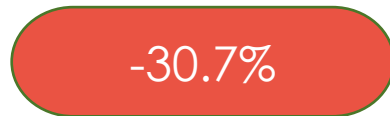


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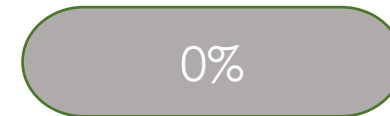
Proportion of males and females who received a bonus



Mean gender bonus gap



Median gender bonus gap



On average Females received 30.7% higher bonuses than Males

We confirm that the information and data reporting is accurate as at the Snapshot Date of 05 April 2025.