

Gender Pay Gap at On A Roll Sandwich Company

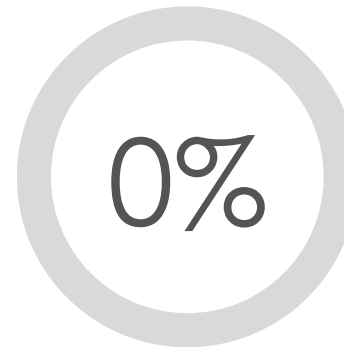


On a roll

Falling within the scope of the gender pay gap reporting requirements for the first time in 2024, we are delighted with our first set of results.

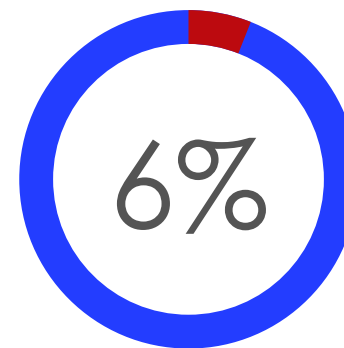
At just 6%, our mean gender pay gap demonstrates our commitment to the principles of equality and inclusion. However, at 0%, our median gender pay gap is well below the national average of 14.3%* (*ONS, 2023). We pay fairly and consistently across a broad spectrum of skilled and entry-level roles and our commitment to continue this into 2025 and beyond remains. Our mean gender pay gap is reporting as a positive number because of a small number of senior level roles, which are predominantly occupied by males. However, we are committed to focus on equity and our Senior Management team does have female representation. We do not differentiate on any basis for people carrying out the same roles and we are pleased that our results are broadly similar to or improved from others operating in the food to go industry.

Due to the nature of most of our roles, we do receive a much larger volume of applications from males, which feeds through to a larger number of males employed than females but we are pleased that this has had a limited impact on the figures that we have reported. We remain committed to encouraging a diverse pool of applicants to apply for our roles and we are focused on ensuring that everyone has access to development opportunities, to make positive strides in our equality and inclusion practices.



Median Gender Pay Gap

Across the 263 employees included in this year's report, our midpoint pay is exactly the same for both males and females



Mean Gender Pay Gap

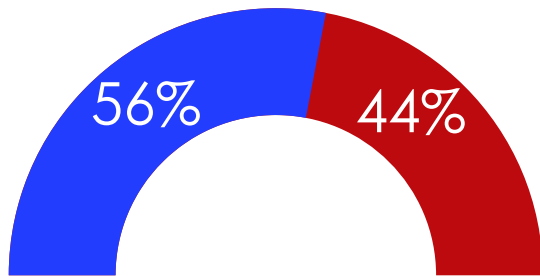
On average, across all of our roles, women are paid 6% less than men

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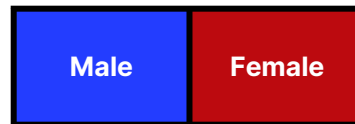
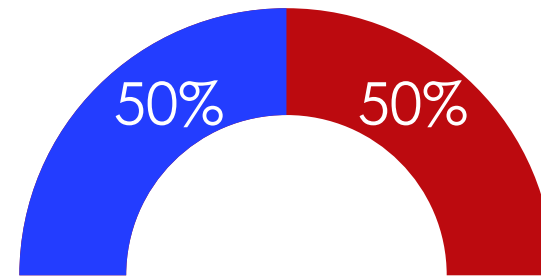


On a roll

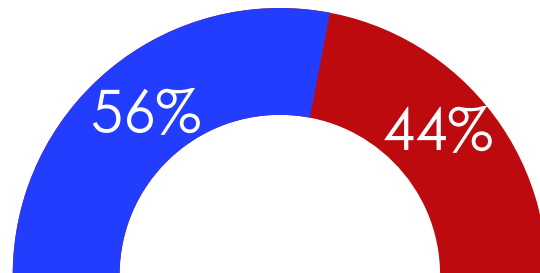
Lower Quartile



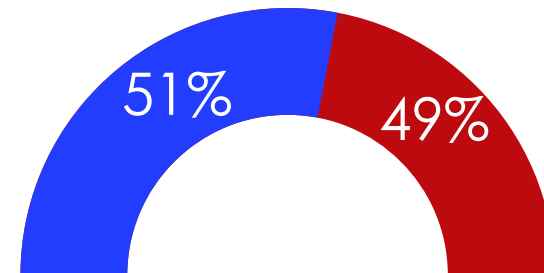
Lower Middle Quartile



Upper Middle Quartile



Upper Quartile



Gender Pay Gap at On A Roll Sandwich Company



On a roll

Proportion of men and women who received a bonus

100%

Male

100%

Female

Mean gender bonus gap

0%

Median gender bonus gap

0%

We confirm that the information and data reporting is accurate as at the Snapshot Date of 5 April 2024.