

## JZ Flowers International Ltd Gender Pay Gap Report.

This is the report for the snapshot date of 5 April 2022.

### Gender pay gap report for 2022

This report sets out the gender pay gap statistics for JZ Flowers International Ltd, in relation to the reporting year of 2022.

#### Introduction

Under the Equality Act 2010 (Gender Pay Gap Information) Regulations 2017, JZ Flowers International Ltd is legally required to publish, on an annual basis, specified information relating to their gender pay gap.

The following information has been calculated in accordance with the Regulations and is legally compliant.

- The mean gender pay gap for JZ Flowers International Ltd is 5.94%
- The median gender pay gap for JZ Flowers International Ltd is 4.21%
- The mean gender bonus gap for JZ Flowers International Ltd is 15.76%
- The median gender bonus gap for JZ Flowers International Ltd is 44.5%
- The percentage of relevant men who received bonus pay is 41%
- The percentage of relevant women who received a bonus is 49%

We consider the main reasons or contributory causes for the above gender bonus gaps are:

- We have more female employees than male employees, 54% are women and 46% are men, therefore more females receiving a bonus overall.
- More females with longer service therefore receiving the Length of service bonus which is a smaller amount and skews the figures somewhat.

#### Pay quartiles by gender

Band	Males	Females	Description
Lower hourly paid	46%	54%	Includes all employees whose standard hourly rate places them at or below the lower quartile
Lower middle hourly paid	41%	59%	Includes all employees whose standard hourly rate places them above the lower quartile but at or below the median



Pay quartiles by gender

Band	Males	Females	Description
Upper middle hourly paid	43%	57%	Includes all employees whose standard hourly rate places them above the median but at or below the upper quartile
Upper hourly paid	45%	55%	Includes all employees whose standard hourly rate places them above the upper quartile

JZ Flowers International Ltd is committed to the principle of equal opportunities and equal treatment for all employees, regardless of sex, race, religion or belief, age, marriage or civil partnership, pregnancy/maternity, sexual orientation, gender reassignment or disability. It has a clear policy of paying employees equally for the same or equivalent work, regardless of their sex (or any other characteristic set out above). As such, it:

- carries out pay and benefits audits at regular intervals.
- provides regular equal pay training for all managers and other staff members who are involved in pay reviews; and
- evaluates job roles and pay grades as necessary to ensure a fair structure.

JZ Flowers International Ltd is therefore confident that its gender pay gap does not stem from paying men and women differently for the same or equivalent work. Rather its gender pay gap is the result of the roles in which men and women work within the organisation and the salaries that these roles attract. In the upper paid quartiles we have a larger percentage of women which demonstrates our commitment to ensuring leadership positions are open to females.

I, Tessa Zwemstra, Managing Director, confirm that the information in this statement is accurate.

Signed:



Date: 04/04/2023

