

## UK & IE Floragroup Ltd Gender Pay Gap Report.

This is the report for the snapshot date of 5 April 2023.

### Gender pay gap report for 2023

This report sets out the gender pay gap statistics for UK & IE Floragroup Ltd, in relation to the reporting year of 2023.

### Our approach to pay and reward.

Our vision is for the Organisation to be a successful, caring and welcoming place for employees and visitors. We want to create a supportive and inclusive environment where our employees can reach their full potential without prejudice and discrimination. We are committed to a culture where respect and understanding is fostered and the diversity of people's backgrounds and circumstances will be positively valued.

Part of this vision includes the principle of equal pay between women and men. There should be equitable and fair treatment of our employees, based on capability and merit, rather than biases based on sex.

The Organisation will ensure that all employees have the right to the same contractual pay and benefits for carrying out the same work, work rated as equivalent work or work of equal value.

The Organisation is dedicated to the removal of inequality of pay based on sex. Procedures that determine pay and other conditions should not cause unlawful discrimination and instead will be based on transparent objective criteria.

“Pay” is not just salary/wages (remuneration) but also other terms and conditions of employment such as bonuses, promotion opportunities and training programmes that may be offered by the Organisation.

The principle for determining equal pay between roles is where the work being undertaken is substantially similar, or of equal value, unless there are clear or specific reasons unconnected with sex to explain/justify any difference in pay.

Some of the reasons unconnected with sex that may justify pay differences include factors relating to differences in positions, senior/junior roles, qualifications held or experience.

All employees involved in recruitment and selection, together with matters involving remuneration such as job promotions, pay reviews etc all have a responsibility to ensure that equal pay principles are adhered to lawfully.



## Introduction

Under the Equality Act 2010 (Gender Pay Gap Information) Regulations 2017, UK & IE Floragroup 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 UK & IE Floragroup Ltd is 5.0%
- The median gender pay gap for UK & IE Floragroup Ltd is 5.9%
- The mean gender bonus gap for UK & IE Floragroup Ltd is 5.92%
- The median gender bonus gap for UK & IE Floragroup Ltd is 28%
- The percentage of relevant men who received bonus pay is 38.32%
- The percentage of relevant women who received a bonus is 46.10%

### Pay quartiles by gender

Band	Males	Females	Description
Lower hourly paid	35.87%	64.12%	Includes all employees whose standard hourly rate places them at or below the lower quartile
Lower middle hourly paid	41.22%	58.77%	Includes all employees whose standard hourly rate places them above the lower quartile but at or below the median
Upper middle hourly paid	46.15%	53.84%	Includes all employees whose standard hourly rate places them above the median but at or below the upper quartile
Upper hourly paid	50.76%	49.2%	Includes all employees whose standard hourly rate places them above the upper quartile

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

- 56% of our workforce are women and 18% of those have opted for part time roles using their right to request flexible working. Whilst part time roles attract the same pay rates as full-time roles, they do not tend to attract the same level of bonus pay due to bonus being linked to yearly salary. Part time roles do not tend to be the higher level roles either.
- By contrast, of the 44% men only 2.2% are in part time roles.

UK & IE Floragroup 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.

UK & IE Floragroup 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 equal numbers of men and women which demonstrates our commitment to ensuring leadership positions are open to females.

### Confirmatory statement

I confirm that the information set out in this gender pay gap report is accurate and calculated in accordance with the Regulations.

Signed:



Name:

DAMIAN CURRY

Job title:

CEO

Date of statement:

3.4.2024

Contact

Please direct any queries relating to this gender pay gap report to Chelsey Horberry – Head of HR by contacting them on [Chelsey.horberry@jzflowers.co.uk](mailto:Chelsey.horberry@jzflowers.co.uk)



