

UK & IE FLORA GROUP LTD

UK & IE Flora Group Ltd Gender Pay Gap Report – 2025

Snapshot Date: 5 April 2025

Overview

This report presents the gender pay gap statistics for UK & IE Flora Group Ltd for the reporting year 2025, in compliance with the Equality Act 2010 (Gender Pay Gap Information) Regulations 2017.

At UK & IE Flora Group Ltd, we remain committed to creating a successful, caring and inclusive workplace where all colleagues are treated fairly and with respect. We are committed to ensuring that every individual has the opportunity to fulfil their potential, free from prejudice and discrimination.

Our Approach to Pay and Reward

UK & IE Flora Group Ltd is committed to the principle of equal pay for equal work. We aim to ensure that employees are rewarded fairly based on the requirements of the role, capability, experience and performance, regardless of sex.

We are confident that men and women are paid equally for doing the same work, work rated as equivalent, or work of equal value. Our approach is underpinned by the following principles:

- pay and reward decisions are based on objective and transparent criteria
- recruitment, promotion and development opportunities are provided fairly
- pay differences are based on legitimate business factors such as role type, level of responsibility, skills, qualifications and experience
- we continue to review our practices to support fairness, consistency and inclusion across the organisation

Statistical Overview

Based on the snapshot date of 5 April 2025, our gender pay gap figures are as follows:

- **Mean gender pay gap:** 0.07%
- **Median gender pay gap:** 0.79%
- **Mean gender bonus gap:** 12.38%
- **Median gender bonus gap:** 53.56%
- **Bonus pay recipients:**
 - Men: 35.49%
 - Women: 41.27%

These figures show that the hourly pay gap at UK & IE Flora Group Ltd remains very small. The mean gap of 0.07% and median gap of 0.79% indicate that, overall, there is very little difference in hourly pay between men and women across the business.

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Pay Quartiles by Gender

The proportion of men and women in each pay quartile is as follows:

- **Upper Quartile:**
 - Men: 48.72%
 - Women: 51.28%
- **Upper Middle Quartile:**
 - Men: 44.23%
 - Women: 55.77%
- **Lower Middle Quartile:**
 - Men: 46.79%
 - Women: 53.21%
- **Lower Quartile:**
 - Men: 47.77%
 - Women: 52.23%

These results show a broadly balanced gender distribution across all four quartiles, with women slightly more represented in each quartile, including the upper quartile. This is a positive indication that women are represented across the full range of roles within the organisation, including higher paid positions.

Contributory Causes of the Gender Pay and Bonus Gaps

Gender pay gap reporting measures the difference in average earnings between men and women across the whole organisation. It is different from equal pay, which looks at whether men and women are paid the same for carrying out the same or equivalent work.

Our 2025 figures suggest that the gender pay gap is primarily influenced by the overall distribution of roles across the business rather than unequal pay for equal work. The very small hourly pay gap supports this.

The bonus figures show a different picture. Although a higher proportion of women received bonus pay than men, the average and median bonus values paid to women were lower. This indicates that the gap is driven more by the value of bonus payments than by access to bonus schemes.

This may reflect a range of structural factors, including:

- differences in role seniority and salary levels
- the way bonus payments are calculated as a percentage of salary
- the distribution of employees across roles with differing levels of bonus opportunity
- working patterns, including part-time arrangements, where bonus values may be proportionately lower

The data for 2025 also demonstrates that women continue to be well represented throughout the organisation, including in the upper quartile, which is encouraging and reflects the importance we place on fair access to opportunity.

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Our Commitment to Equality

UK & IE Flora Group Ltd remains committed to equal opportunities and fair treatment for all employees, regardless of sex, race, religion or belief, age, marital or civil partnership status, pregnancy or maternity, sexual orientation, gender reassignment or disability.

To support this commitment, we will continue to:

- review pay and reward arrangements to ensure fairness and consistency
- monitor gender representation across the organisation and at different levels
- promote fair and transparent recruitment, promotion and development practices
- review bonus arrangements and outcomes as part of our wider equality and reward approach
- maintain a workplace culture where all colleagues are treated with dignity and respect

We are confident that any gender pay gap identified in this report reflects the distribution of roles and reward outcomes across the organisation, rather than unequal pay practices.

Confirmatory Statement

I confirm that the information contained in this gender pay gap report is accurate and has been calculated in accordance with the Equality Act 2010 (Gender Pay Gap Information) Regulations 2017.

Signed:



Name:

DAVID CONWAY

Job Title:

CFO

Date of Statement:

2/4/26

Contact

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