



our 2020 gender pay report

innocent was founded back in 1999, a magical time when phones were attached to walls and Tamagotchis were the pinnacle of handheld digital devices. The world has changed a fair bit, but we're still as focused on crushing up fruit and veg, blending it up and putting it in a bottle as we were back then. And we're not doing too badly, with our drinks now sold in the UK, across Europe and around the world.

While it's always nice to sell a boatload of smoothies, we also want to prove that you can build a successful business that cares about more than just profit.

To do that, innocent needs to be a great place to work for everyone who comes through the door, by welcoming a diverse bunch of people and treating them with the respect they deserve. One tangible way we can do that is by reducing and ultimately getting rid of our gender pay gap.

Since our last gender pay report, we have grown from 500 to nearly 600 people working across Europe. Just over half of us are based at Fruit Towers in London (our headquarters). This is our report for gender pay data for everyone in the UK.

our results

**innocent UK combined
median pay gap of
+11.3%
(2019: 6.6%)¹**

**innocent Ltd
median pay gap of
+6.8%
(2019: 5.5%)²**

Our numbers have changed a bit since our last report. Our gender pay gap is 11.3% vs the national average of 15.5%³. We're pleased to be below the national average, but we're not so pleased that our gender pay gap has increased. The main reason for our pay gap is still that we have more men than women at the top.

We want to change this, so we've put our heads together and made a plan to make sure innocent is a safe and welcoming place to work. We're helping our people achieve their career ambitions with our talent development programme, "Your Future". And we're encouraging people to broaden their experience by introducing "Spring Roles", our version of agile working,

which gives our people the opportunity to develop in a short-term role in a different team.

We're still focusing on the way we hire and promote our people. All our people managers take unconscious bias training, making sure we actively consider diversity and inclusion in all our hiring and promotion decisions.

We're also making flexible working easier for everyone. We've launched "innocent empowered", a big investment into our IT, giving people more flexibility with how and where they work. And we all finally have laptops that work. Which is a bonus.

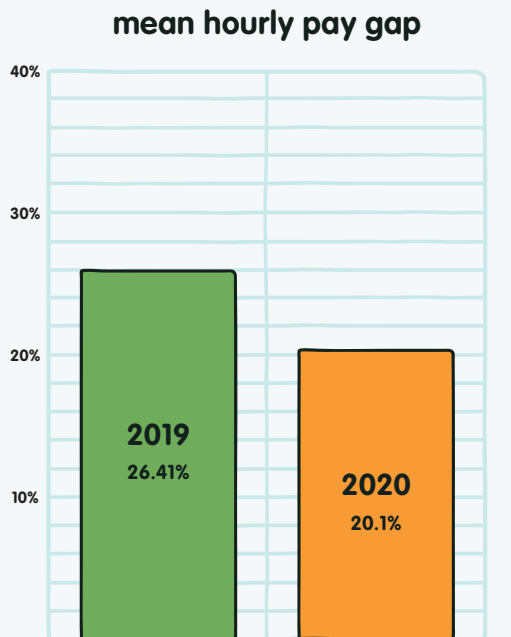
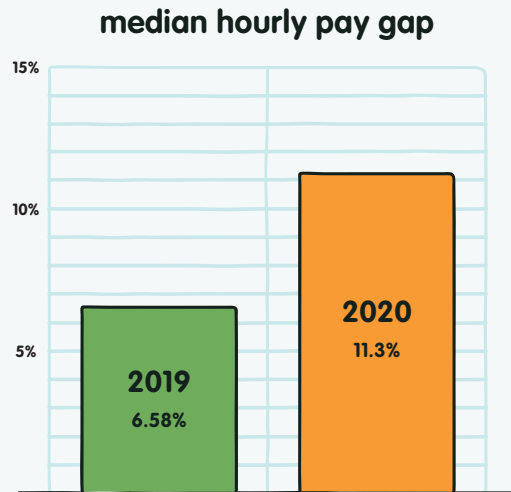
¹ innocent's combined gender pay gap figure includes anyone working in the UK. This captures all legal entities including those with fewer than 250 employees.

² The UK government asks us to report the gender pay in detail for any legal entity with over 250 people. In the UK our main employing entity is innocent Ltd and we have published these results on the gov.uk website.

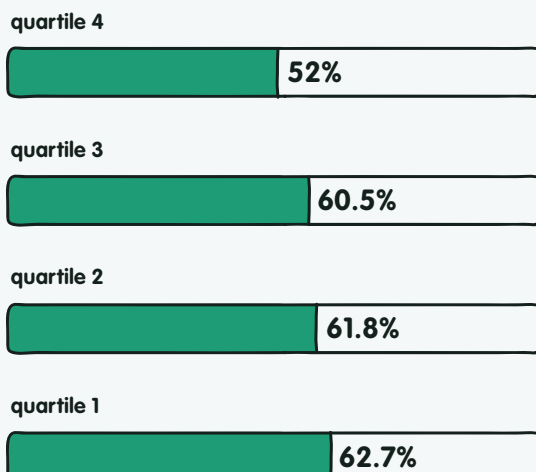
³ Office for National Statistics, November 2020 was 15.5% down from 17.4% in 2019.

our results in detail

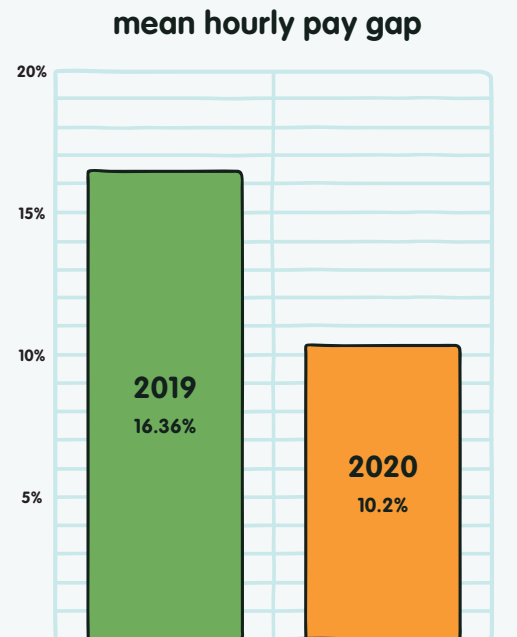
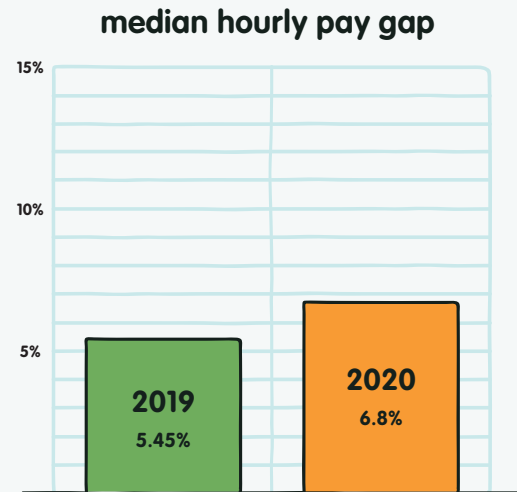
innocent UK combined



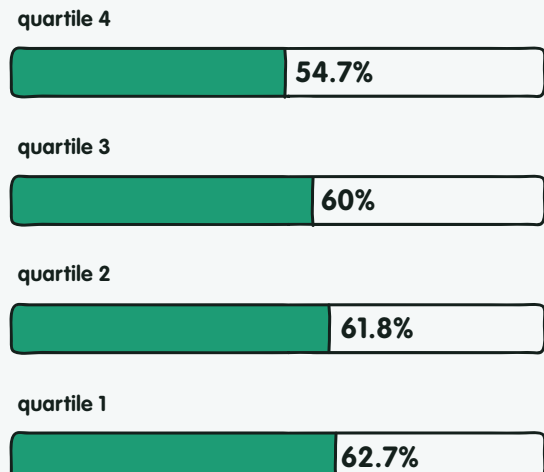
% of women in each pay quarter



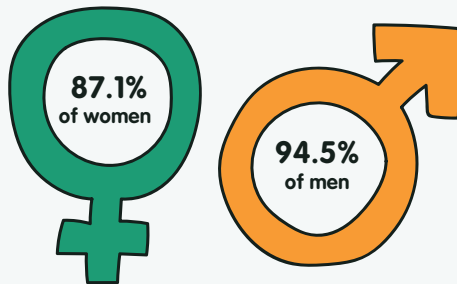
innocent Ltd



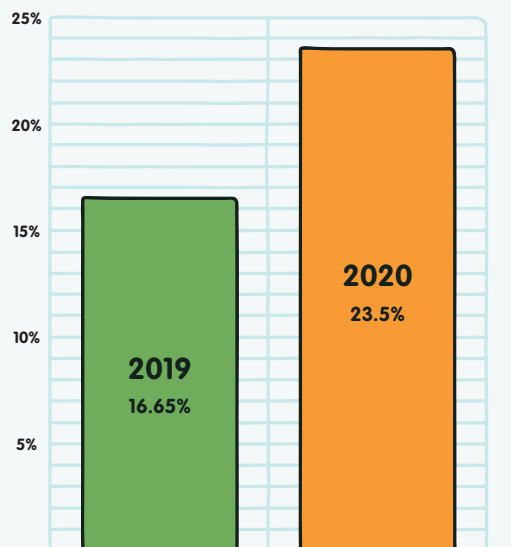
% of women in each pay quarter



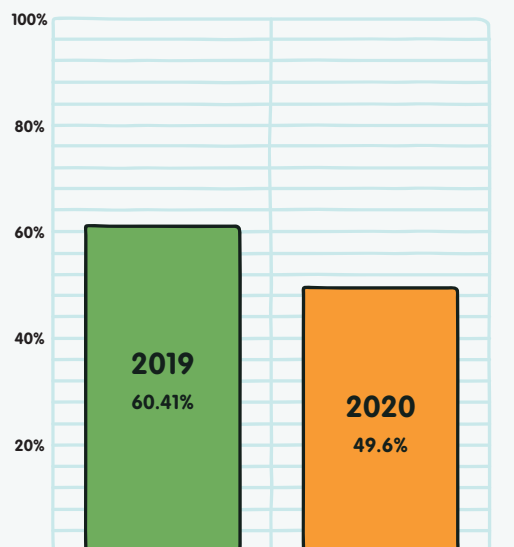
who received bonus pay?



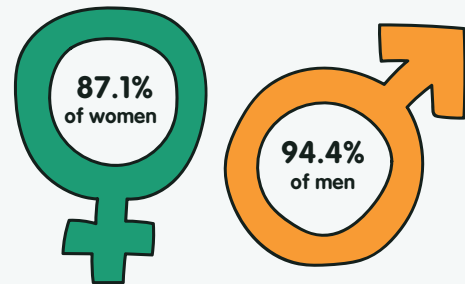
median bonus gap



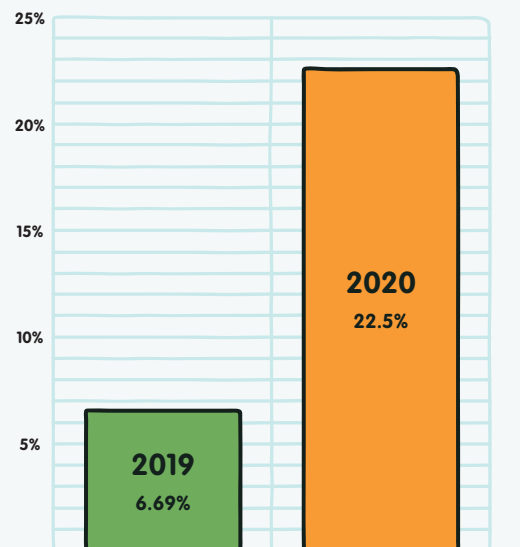
mean bonus gap



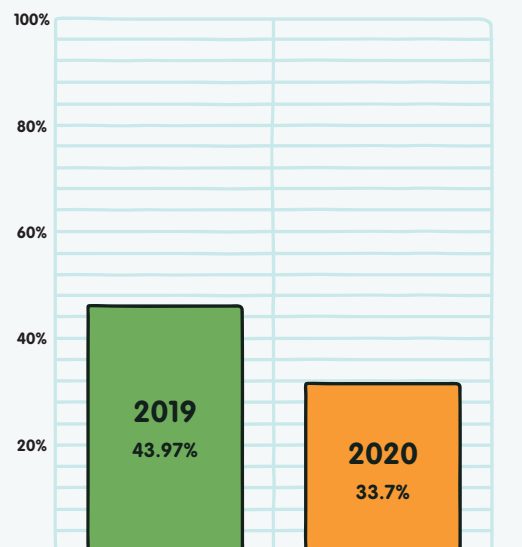
who received bonus pay?



median bonus gap



mean bonus gap



declaration

Signed by an important person to say everything in this report is completely true based on our April 5th 2020 snapshot

S.J. Norman

Sarah-Jane Norman, Global HR Director