



a report on our gender pay gap in 2021

At innocent, we want to be a business that's good all round. That includes encouraging and valuing different perspectives, and we can only do that if we're a diverse bunch. To be sure we are, we want people to feel like they're respected and treated fairly, whatever their background and identity. A gender pay gap is something that shouldn't really exist, and we want to make ours so small it's – well, not there at all. Reporting on it helps us keep an eye on how we're doing.

The gender pay gap is the difference between pay for men and women in a business, but it doesn't directly compare

the salaries of men and women doing the same job. Instead, it measures the average salary across different roles and levels in the company. UK organisations with more than 250 employees legally have to publish those averages so that anyone can take a look.

Before we get stuck into the numbers, it's worth mentioning we've grown since last year. We now have over 750 people working at innocent across Europe and Asia, and just over 350 of us at Fruit Towers in London (our headquarters). The reporting below is the gender pay gap data for everyone based in the UK.

our results

**innocent UK combined
median pay gap of
+9.73%
(2020: +11.3%)¹**

**innocent Ltd
median pay gap of
+8.36%
(2020: +6.8%)²**

Our combined UK gender pay gap for everyone who works in the UK is 9.73%. We're chuffed it's a lot lower than the ONS reported national average of 15.4%³, and that it's gone down from 11.3% in 2020. We're less chuffed that we haven't closed the gap yet, so we've dug into the data and found two main areas we need to focus on.

A big reason for our median gap is that although we employ over 60% of women in our UK based jobs, we have more men at the top. 17% of the women who work at innocent are in leadership roles compared to 23% of the men.

We're working to get a better gender balance at all levels across innocent, especially at senior level and in higher paid positions. To help us get there, we've been creating more progression and development plans and making sure everyone feels safe and welcome here. And things

like the equal parental leave policy we brought in last year are helping level the playing field, with both parents taking the opportunity to spend time with their family.

In our biggest employing entity (innocent Ltd), the median pay gap's widened from 6.8% to 8.36%. That's because a lot of the highest paying roles we filled in 2020 and 2021 attracted more men, particularly roles helping to build our factory and improve our IT systems. To be sure all teams and roles are filled diversely and inclusively, we're doing more to create diverse short lists, as well as giving all recruiting managers unconscious bias training.

It's really important to us to keep working on this, improving how we hire and promote people and training our managers to be fair and unbiased. All while making natural, delicious drinks that help people live well. Naturally.

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.

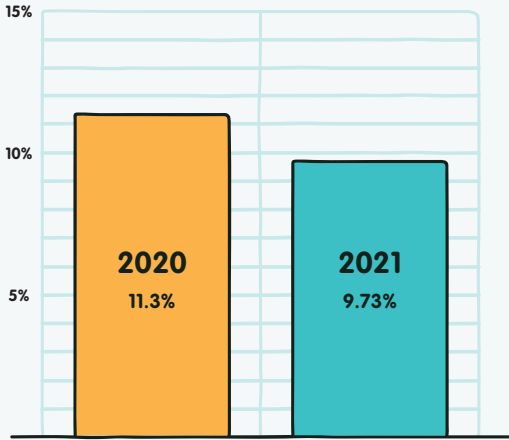
² The UK government asks us to report the gender pay in detail for any legal entity with over 250 people. In the UK our main employing entity is innocent Ltd and we have published these results on the gov.uk website

³ Office for National Statistics, 26 October 2021 up slightly from 14.9% in 2020.

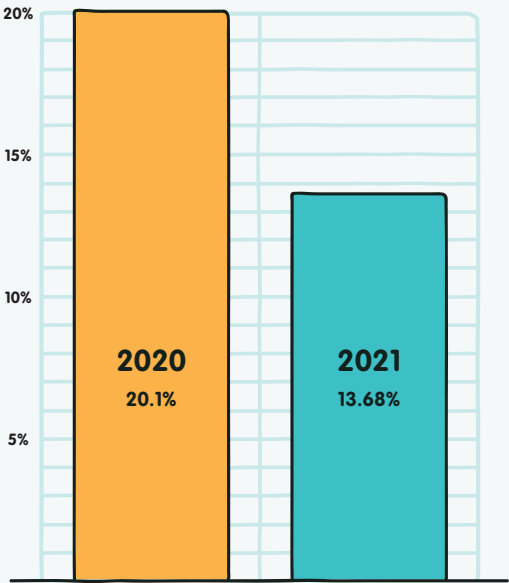
our results in detail

innocent UK combined

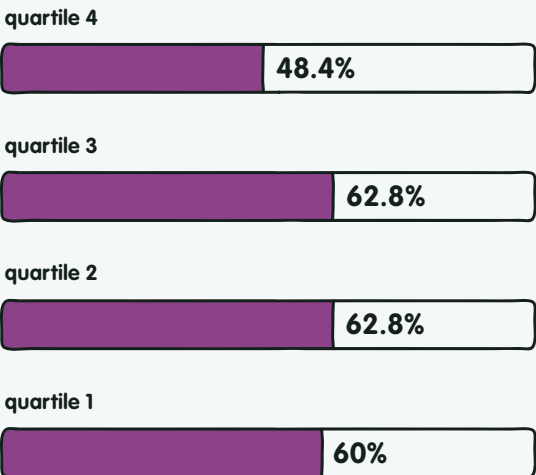
median hourly pay gap



mean hourly pay gap

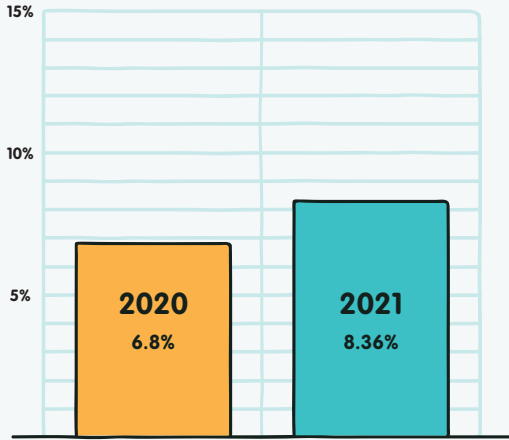


% of women in each pay quarter

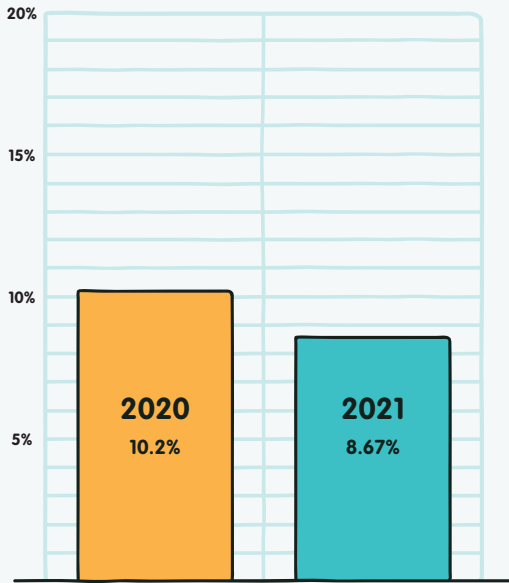


innocent Ltd

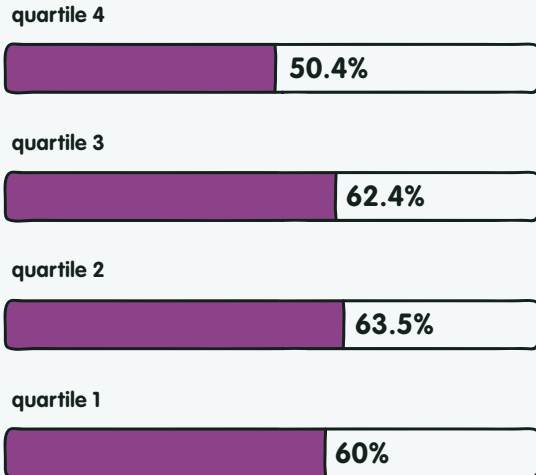
median hourly pay gap



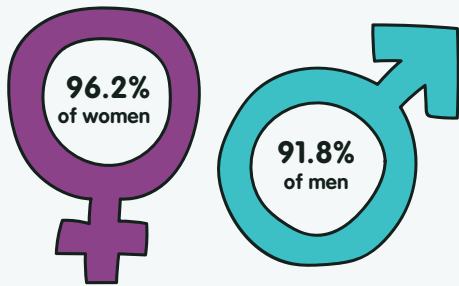
mean hourly pay gap



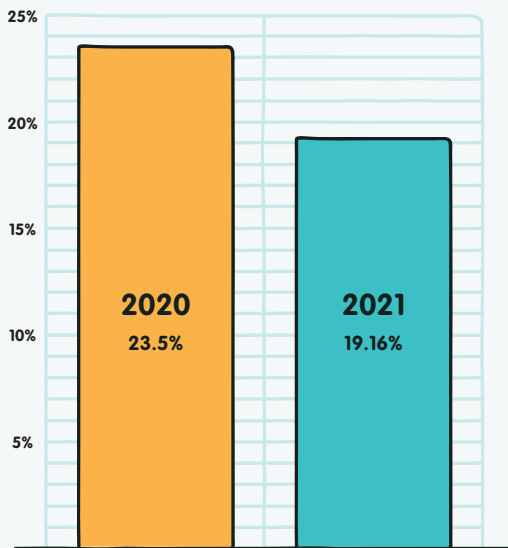
% of women in each pay quarter



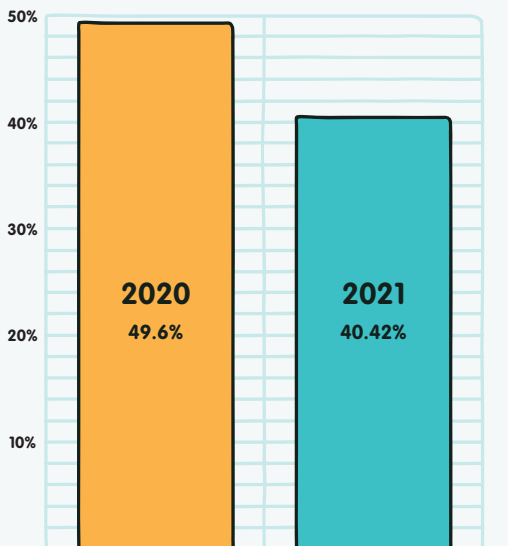
who received bonus pay?



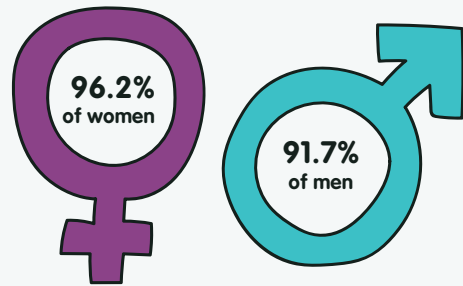
median bonus gap



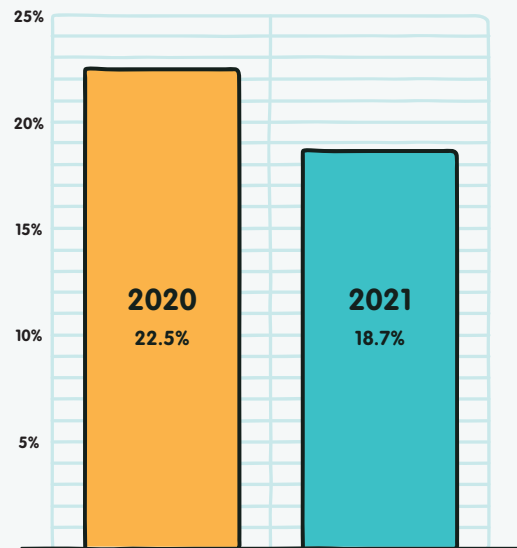
mean bonus gap



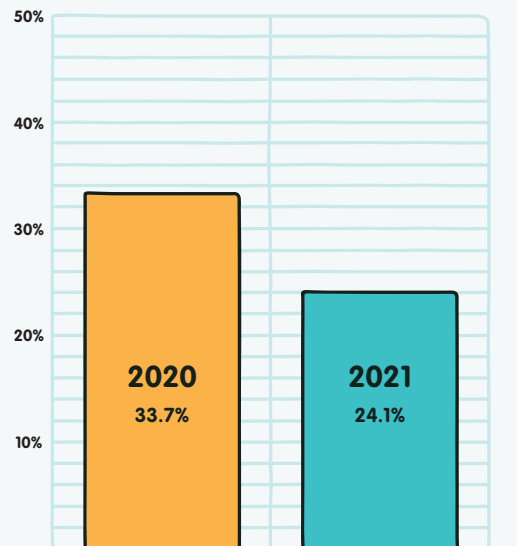
who received bonus pay?



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 2021 snapshot.

S.J. Norman

Sarah-Jane Norman, Global HR Director