



JOE & THE JUICE UK Ltd.

Gender Pay Gap Report 2023

Gender pay gap reporting requirements

In compliance with the UK *The Equality Act 2010 (Gender Pay Gap Information) Regulations 2017, No.172* applicable to employers with 250 or more employees, UK-registered companies are required to publish statutory calculations on annual basis showing the pay gap between male and female employees.

Calculations required by this legislation are:

1. Mean gender pay gap in hourly pay
2. The median gender pay gap in hourly pay
3. The proportion of males and females receiving a bonus payment
4. The mean bonus gender gap
5. Median bonus gender gap
6. The proportion of males and females in each pay quartile - from highest to lowest pay

Mean pay gap

The mean gender pay gap displays the difference in average pay between male and female employees in the Company.

Median pay gap

The median gender pay gap displays the percentage difference when the middle points of all male and female employees in the Company.

Bonus pay gap

The share of men and women that received any bonus pay over the same 12-month period is also reported.

Gender pay gap vs. Equal pay

Gender pay reporting is different to equal pay - Equal pay deals with the pay differences between men and women for the same or equal work. The gender pay gap shows the difference in the average pay between all men and women in the workforce.



JOE & THE JUICE Gender Pay Gap Overview

Base pay gap

19,920,8% Mean gender pay gap

0,03,8% Median gender pay gap

Bonus pay gap

-91,1-58,5% Mean bonus gender pay gap

122,0 – 180,0% Median bonus

Receiving a bonus

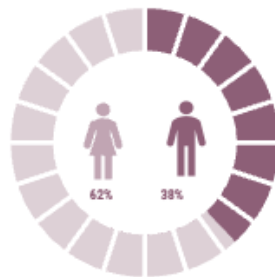
30,616,8% Male employees

16,411,1% Female employees

Percentage of men and women in each hourly pay quarter



Upper quartile



Upper middle quartile



Lower middle quartile



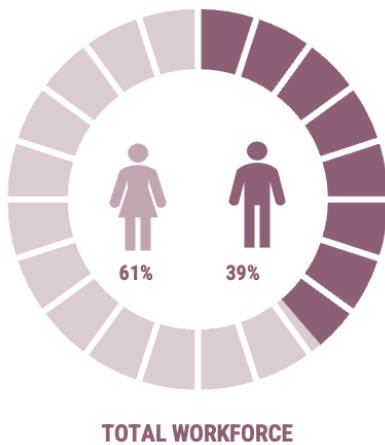
Lower quartile

**Figures present base pay based on the snapshot date 4th of April 2023, bonus figures include bonus payments within 12 months of the snapshot date for JOE & THE JUICE UK Ltd only.*

How to read our results?

JOE & THE JUICE UK Ltd. has a higher mean and zero median gender pay gap – at 19,920,8% and 0,03,8% respectively. The increase in the mean gender pay gap is a consequence of the promotion of a number of senior male employees into executives.

The gender pay gap increased to 8.3% among full-time employees in April 2022 (ONS data), meaning that JOE & THE JUICE comes higher than this national average.



The ratio of female and male employees at all quartiles together of the UK entity is 61% female and 39% male.

Due to the newly introduced bonus scheme that is focusing on employee retention and training and was given a significantly higher number of female employees compared to male employees, we can see that the gap between male and female employees when it comes to bonus pay is negative and in favor of female employees who earn higher bonuses due to higher retention, performance and engagement compared to their male peers. To decrease the gap in bonuses, the Company is working to encourage talented men throughout our organization to increase performance and engagement.

Additional Assistance

JOE & THE JUICE recognizes the importance of equal opportunities and retaining the right talent and is constantly working on developing an inclusive and diverse workforce and policies and processes that support these values.

For inquiries related to this report, please reach out to: compliance@joejuice.com.



With this statement, I hereby confirm that the information presented and published in JOE & THE JUICE Gender pay Gap Report 2023 is accurate and reflects the Company's data as of the 'snapshot date' being 4th of April 2023 and is based on available employee compensation data.

DocuSigned by:

A handwritten signature in black ink, appearing to be 'Lauritz Bolton', is enclosed within a blue rounded rectangular border.

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Lauritz Bolton
Director
JOE & THE JUICE UK Ltd.