



# GENDER PAY REPORT 2023





**We're Higgidy, and we bake glorious, veggie-led food that makes a difference to people and the planet.**

We're proud to be a progressive and inclusive employer and always want to ensure that our teams feel appreciated and listened to whilst also having opportunities to develop and progress.

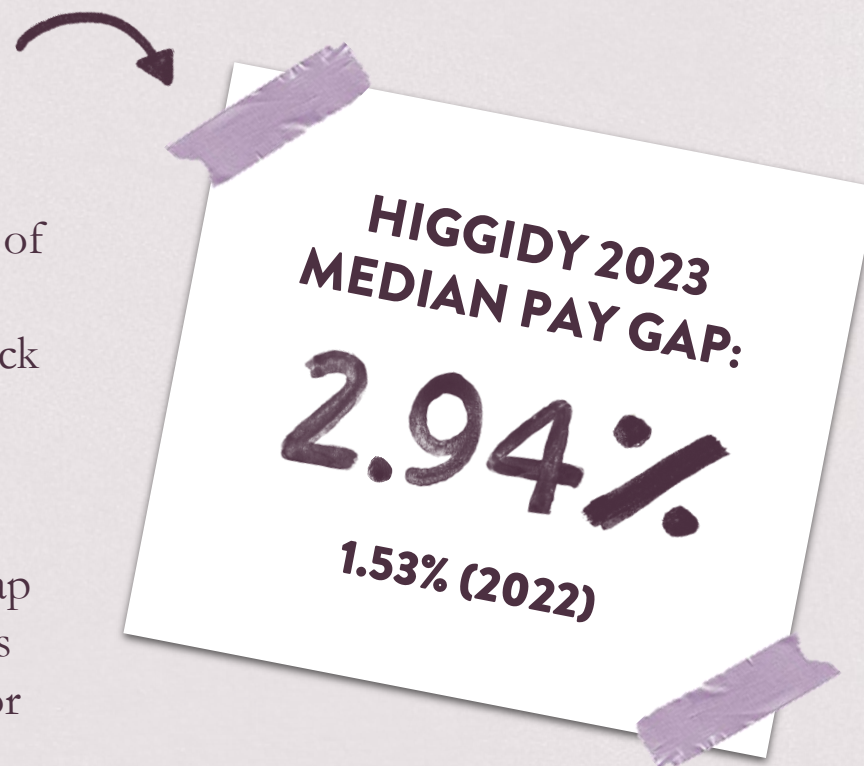


The gender pay gap is the difference between the average pay of men and women at work.

The best way to measure this is by looking at the median pay gap. To work this out, we take the earnings of men and women at Higgidy, order them from lowest to highest and pick the mid-point.

This is generally a better representation of the gender pay gap because it is less affected by outliers (a fancy word for numbers bigger or smaller than average at each end of the scale).

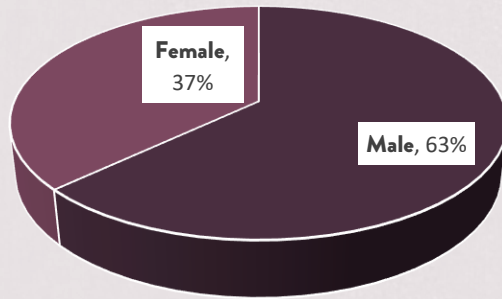
**Take a look at our 2023 results in detail on the next page.**



# OUR RESULTS



## PROPORTION OF STAFF RECEIVING A BONUS (MALE VS FEMALE)



## BONUS PAY GAP

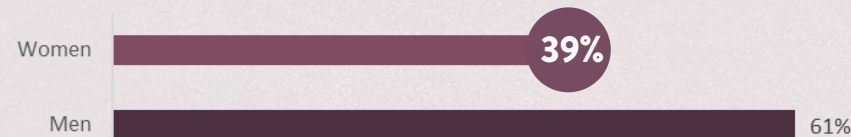
MEDIAN MEAN

**-285%**

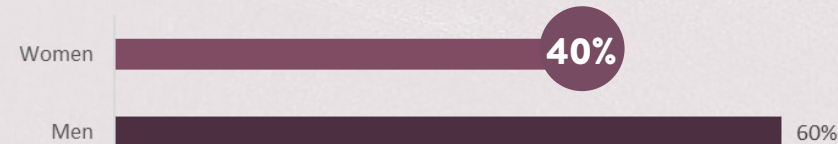
**0%**

## % OF WOMEN IN EACH PAY QUARTILE

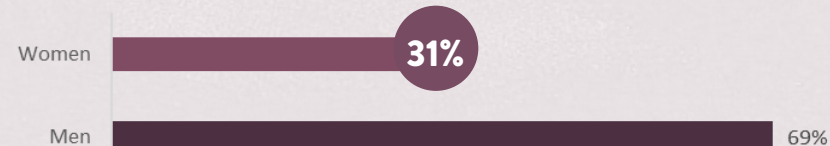
### LOWER QUARTILE



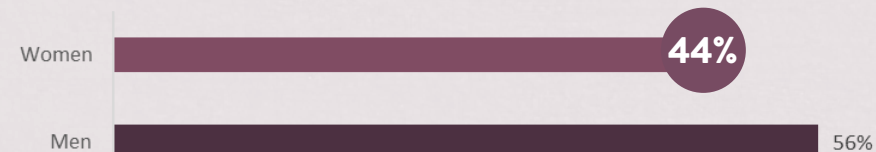
### LOWER MIDDLE QUARTILE



### UPPER MIDDLE QUARTILE



### UPPER QUARTILE



## HIGGIDY 2023 MEDIAN PAY GAP

**2.94%**

+1.53% (2022)

## HIGGIDY 2023 MEAN PAY GAP

**-9.26%**

+13.34% (2022)

