

2025 Gender Pay Report

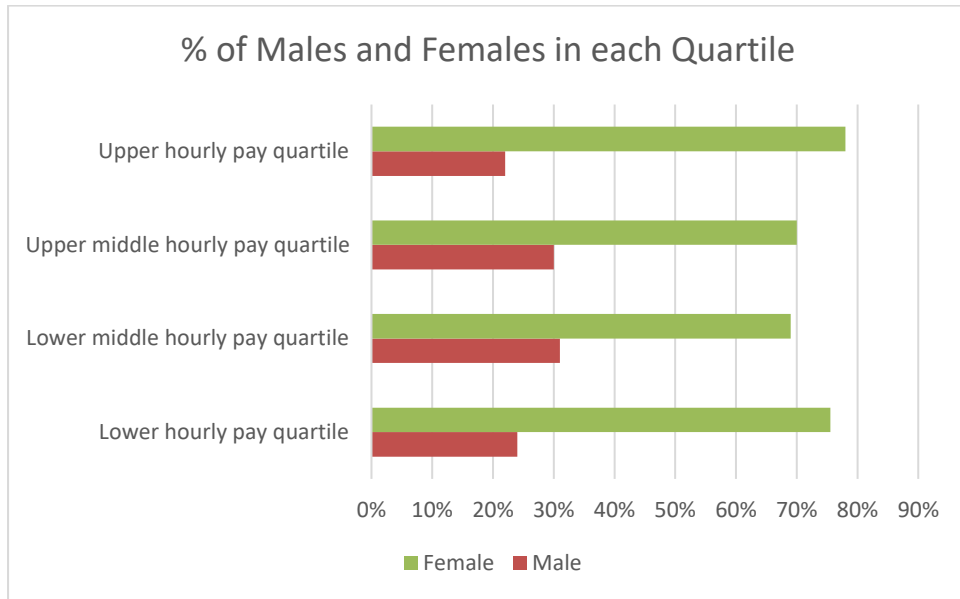
The following data shows the gender pay gap at Boswells Coffee Co Ltd using the snapshot date of 4th April 2024 as per current reporting regulations.

Hourly rate

The mean hourly rate is 8.8% LOWER for Women.

The median hourly rate is the same for Men and Women

Pay Quartiles



Bonus Pay

The mean bonus pay is 26% HIGHER for Men

The median bonus pay is 50 % HIGHER for Women

Who receives bonus pay?

33% of women received a bonus and 22% of males received a bonus

2025 Gender Pay Gap Statement

People are at the heart of our Company. It is very important to the Company that each one of our colleagues feels valued whatever their gender and we adhere to the principle of equal opportunities and equal treatment for everyone. This is clearly shown in our figures.

I can confirm that the information reported is accurate and we look forward to providing a further update on our progress in 2026.

Nick Burn
Managing Director