

Diversity, valuing differences and inclusion What does it all mean?

Having Diverse People

Nature's Best brings together the perspective of individuals of all backgrounds, life experiences, preferences and beliefs



Valuing differences

Collective and individual ability, to thrive in a talent-diverse environment where everyone's perspectives are appreciated and respected.



A Culture of Inclusion

An environment where people can be their true selves, sharing their unique perspectives while knowing their contributions are valued



Gender Pay Gap 2022

Published 20/12/2022

Inclusion



At Nature's Best we are committed to creating an inclusive workplace culture, where everyone can reach their full potential. Advancing and supporting diversity and inclusion isn't just the right thing to do. An inclusive workplace enables us to embrace the diverse backgrounds and perspectives of all our people to create better outcomes for our teams, our clients and society.

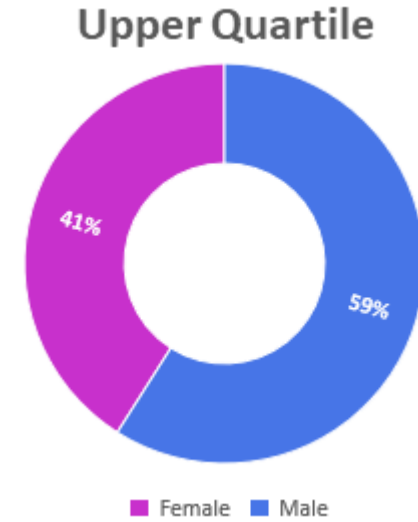
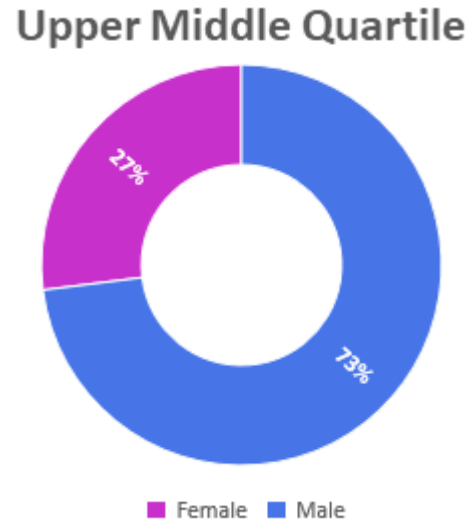
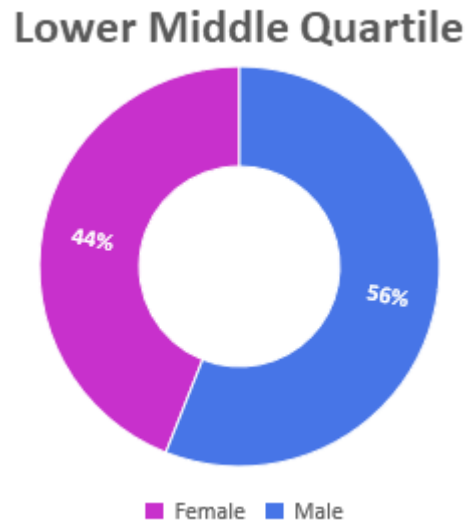
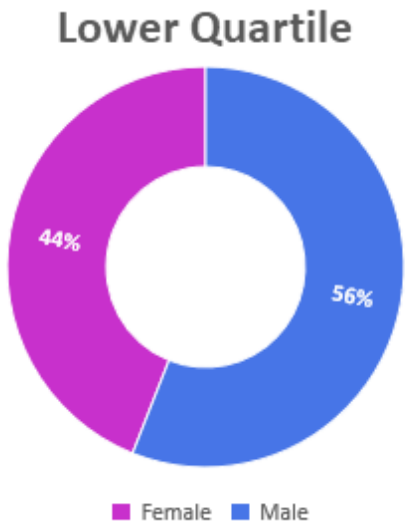


We hold ourselves accountable to our gender pay gap action plan and we take a data driven approach to building an inclusive culture and driving progress.

Legislation

The Gender Pay Gap Information Act 2021 has introduced the legislative basis for gender pay gap reporting. The regulations require organisations with over 250 employees to report on their gender pay gap in 2022. The gender pay gap calculation shows a point in time snapshot of the organisation. In our case the snapshot date is **27/06/2022**

% Representation of Male and Female per Quartile



Quartile Pay Bands:

Percentage of all employees who fall within the lower remuneration quartile pay band =25%

Percentage of all employees who fall within the lower middle remuneration quartile pay band=25%

Percentage of all employees who fall within the upper middle remuneration quartile pay band=25%

Percentage of all employees who fall within the upper remuneration quartile pay band =25%



Mean Remuneration

Difference of mean hourly remuneration of male gender and female gender for all employees: 5.91%

Difference of mean hourly remuneration of male gender and female gender for part-time employees: - 0.83%

Difference of mean hourly remuneration of male gender and female gender for employees on temporary contracts:

We do not have employees on temporary contracts.

Median Remuneration

Difference of median hourly remuneration of male gender and female gender for all employees: 4.55%

Difference of median hourly remuneration of male gender and female gender for parttime employees: 0%

Difference of median hourly remuneration of male gender and female gender for employees on temporary contracts:

We do not have employees on temporary contracts.

Bonus Remuneration

No bonus paid in 2022.

Benefit in Kind

Percentage of all male employees who received benefit in kind = 2.75%

Percentage of all female employees who received benefit in kind = 2.72%



Our Action Plan

We remain confident that men and women in our organisation are paid equally for doing equivalent jobs across our business. Our plan for 2022 will be to further progress our gender pay gap action plan, maintaining our focus on representation of women and ensuring flexibility and inclusive leadership are key priorities.



Talent Acquisition

Talent Acquisition: We continually review our recruitment processes to ensure we are open and attractive to all.



Building Inclusive Mindsets

We will develop our people not only with unconscious bias training but by offering learning pathways to develop an inclusive mindset that can be applied to everything we do.



Learning and Development

We will continue to develop our talent and ensure we have a gender balanced and inclusive mix of talent attending development programmes.



Allocation of work:

We are putting a laser focus on providing equal opportunities for career enhancing roles and reviewing the gender balance on key engagements.



Focus on appraisal and reward:

We will continue to apply a diversity lens to our appraisal and reward process, using data to provide insight and support decision making.



Data Driven Approach:

We will continue to take a data driven approach to building an inclusive culture, ensuring we have the right data and appropriate internal targets where needed to drive change