

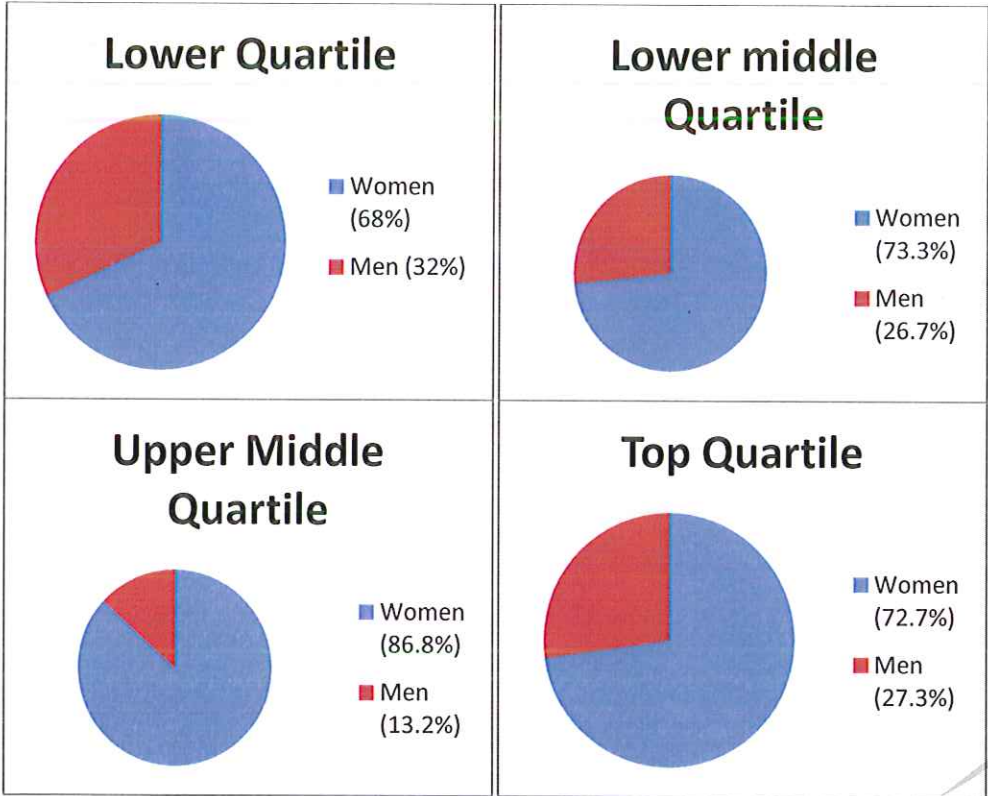
2017 Gender Pay Report

The following data shows the gender pay gap at Boswells Coffee Co Ltd using the snapshot date of 5 April 2017 as per new reporting regulations.

Hourly rate

Women's hourly rate is 10.2% LOWER (mean) / 6% HIGHER (median)

Pay Quartiles



Bonus Pay

Female bonus pay is 38.6% HIGHER (mean)/ 20% LOWER (median)

Who receives bonus pay?

17.5% of females received a bonus and 18.7% of males received a bonus



2017 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, which 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 2019.

A handwritten signature in blue ink, appearing to read "N Burn", with a long horizontal flourish extending to the right.

Nick Burn

Managing Director

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