



# GENDER PAY GAP REPORT 2024



# VISION

Honest, good mood food,  
crafted coffee & drinks –  
proudly served, delivering  
soul at scale.



# VALUES

Be consistently good.  
Be proud to serve.  
Be the good in someone's day.

# MISSION

Good is always  
served to customers.

To curate quality products  
and welcoming environments,  
to ensure the return visit.

To always be SOHO Good for  
colleagues and customers.





# WHAT IS THE GENDER PAY GAP?

The gender pay gap is the difference between the average earnings of men and women across a company.

It is often found that men have earned, and continue to earn, more than women, even when the work is comparable. This is not a circumstance supported by the team here. We view such a potential imbalance as serving to perpetuate gender-based stereotypes and discrimination.

The gender pay gap is not the same as equal pay, which ensures that people carrying out the same job receive the same rate of pay.

# WHAT DO WE HAVE TO REPORT?

The Government requires businesses with more than 250 employees to report these gender pay gap figures:

- 1.The percentage of men and women in each earnings quartile.
- 2.The mean (average) gender pay gap, based on hourly pay.
- 3.The median (middle) gender pay gap, based on hourly pay.
- 4.The percentage of male and female employees awarded a bonus.
- 5.The mean (average) gender pay gap for bonus pay.
- 6.The median (middle) gender pay gap for bonus pay.

# WHAT IS MEANT MY MEAN & MEDIAN?

## **MEAN**

The mean pay and bonus gaps are based on a calculated average for female and male employees. To calculate this you add up the hourly pay rate (or total annual bonus) for all female employees and divide this by the total number of female employees there are in the organisation. You would then do the same for male employees. The difference between these two results is the mean pay and bonus gap.

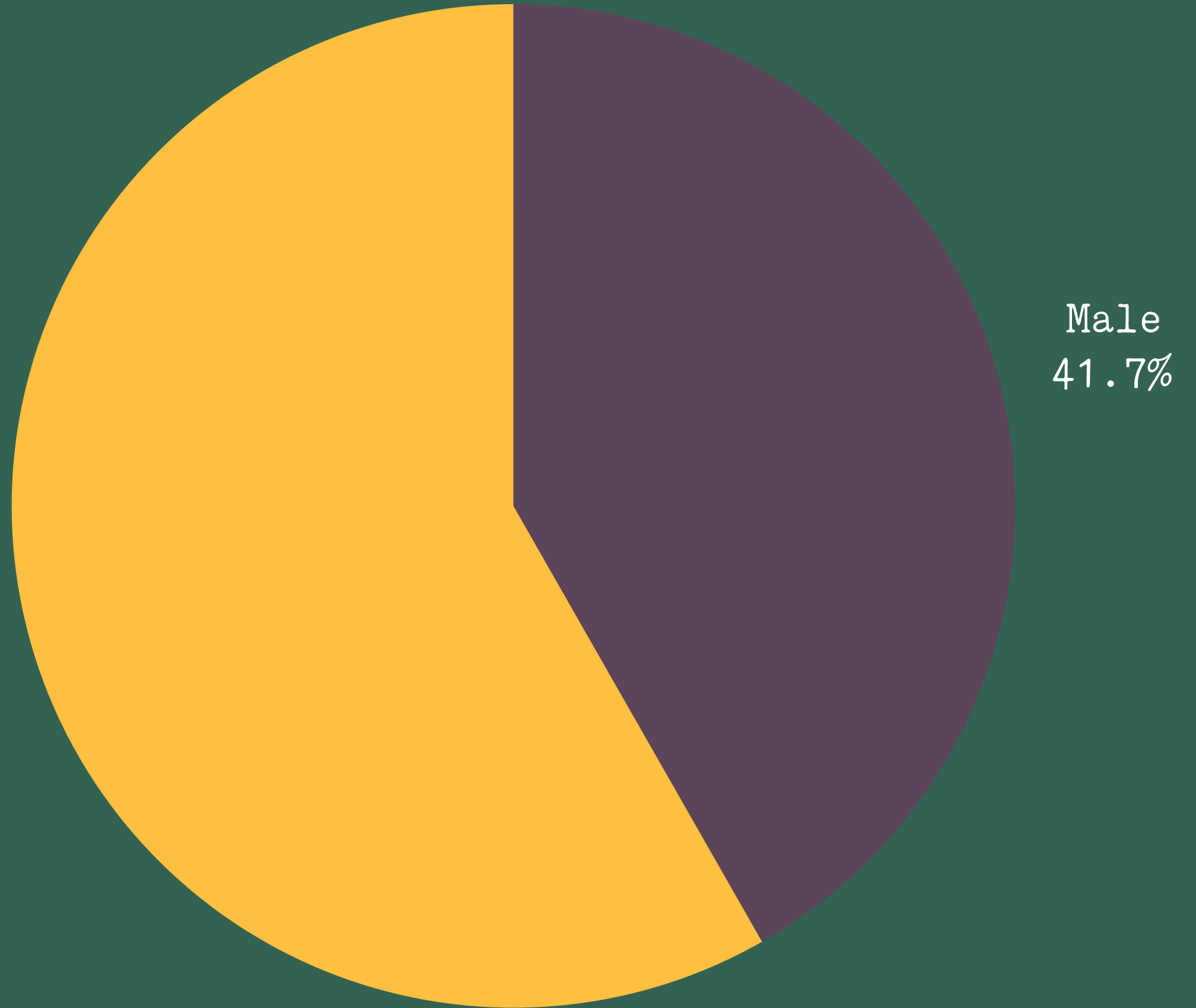
## **MEDIAN**

The median is the middle pay (or bonus) point for men and women. It is important to understand that the middle pay point for women may very well be at a different pay point than for men, so the median does not necessarily compare the same roles. The pay and bonus data is ranked in order from highest to lowest. The median pay (or bonus) would be that received by the woman or man in the middle.

# GENDER PAY GAP DATA

At the snapshot date of April 2024, BTC UK employed a total of 412 team, of whom 172 were male and 240 were female; 41.7% and 58.3% respectively.

Female  
58.3%



# GENDER PAY GAP DATA

We are delighted to report for the 6th year in succession positive findings for both the Mean Pay Gap and the Median Pay Gap.

The Mean Pay Gap of -2.1% is a positive and though it has decreased slightly from 2023 highlights that the average female employee earned 2.1% more than the average male employee. This demonstrates we are well represented by women at a managerial level or/and in higher paid specialist roles.

Our positive Median Pay Gap of -2.5%, which has increased on 2022, illustrates the middle earning female employee was paid more than the middle earning male employee. This reflects the heavy weighting of women employed in operational management roles.

The team are extremely proud their results are well advanced on both the UK and industry norms.

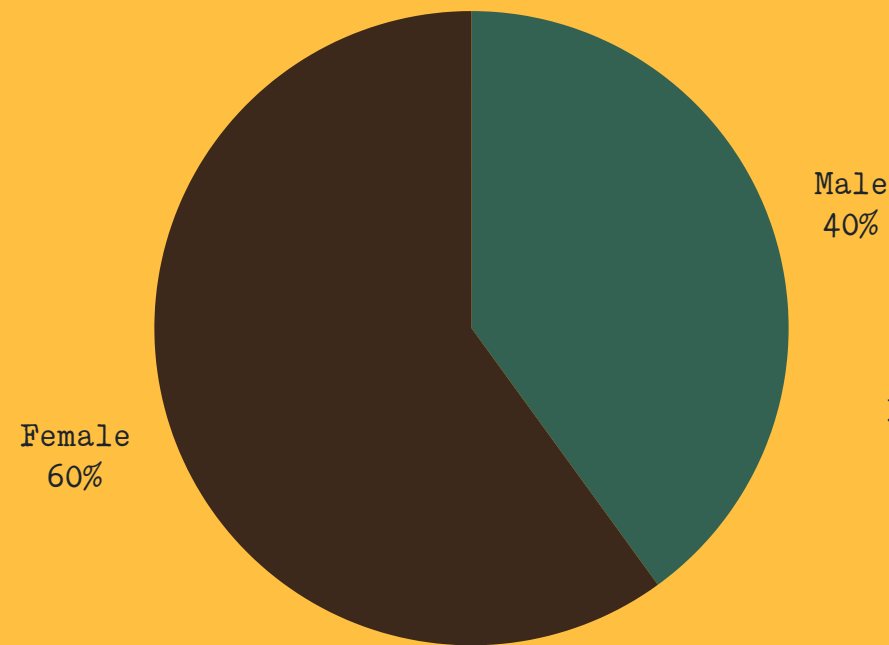
Please note there were no bonus payments to be reported.

	MEAN GENDER PAY GAP	MEDIAN GENDER PAY GAP
2024	-2.1%	-2.5%
2023	-4.5%	-3.63%
2022	-5.9%	-2.1%
2021	-7.0%	-1.7%
2020	-0.2%	-2.27%
2019	0%	-1.4%
2018	7%	12.9%

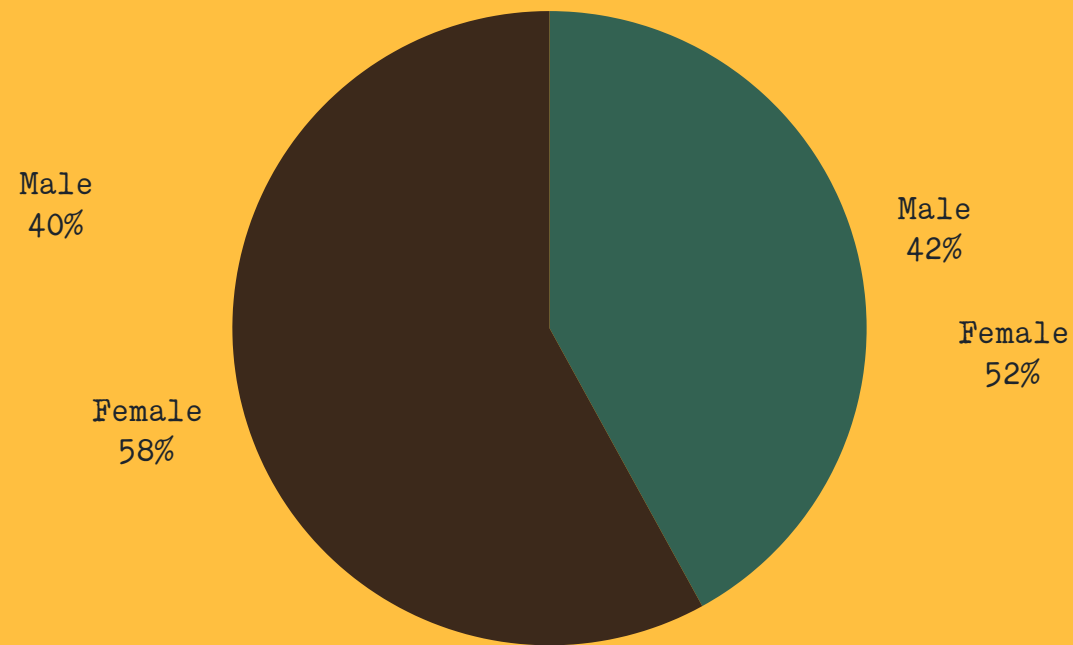
# QUARTILES

The Quartiles represent all employees in four equal divisions based upon their hourly earnings, with the attention paid to the gender split in each quartile.

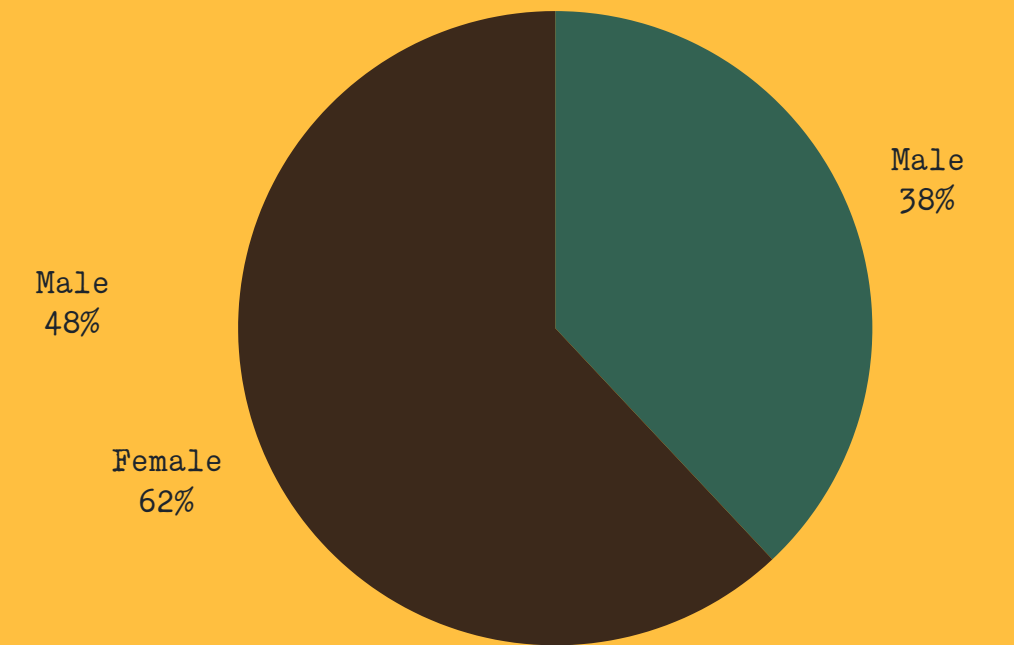
**QUARTILE 1  
HIGHER PAID**



**QUARTILE 2  
UPPER MIDDLE PAID**



**QUARTILE 3  
LOWER MIDDLE PAID**



**QUARTILE 4  
LOWER PAID**

