



Gender Pay Gap Report 2025

Prepared in accordance with the Gender Pay Gap Information Act 2021

Reporting on pay equality and workforce representation at Lily O'Brien's.

About This Report

This report presents Lily O'Brien's Gender Pay Gap results for the reporting period ending 3 June 2025 and outlines our commitment to maintaining an inclusive workplace where all employees have equal opportunities to succeed and develop.

Reporting Period

04 June 2024 - 3 June 2025



Women

108

55.4%



Men

87

44.6%



Total employees included in report:

195

Lily O'Brien's
Passionate about Chocolate

Our Gender Pay Gap



Our gender pay gap shows the difference between the average (mean or median) pay of men and women across the organisation.



Mean Pay Gap

1%

On average, women earn 1% less per hour than men.



Median Pay Gap

0%

The median hourly pay rate for men and women is the same.

Understanding the Gender Pay Gap



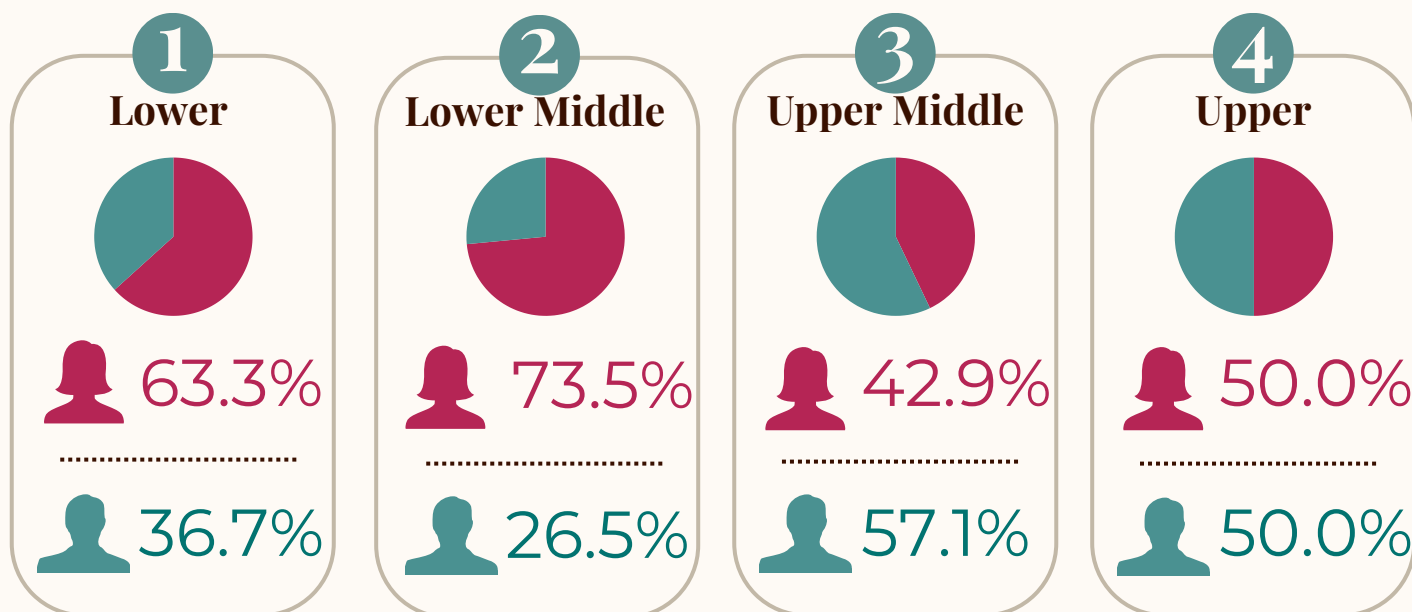
A gender pay gap does not mean that men and women are paid differently for doing the same job. Equal pay concerns pay for the same work or work of equal value. The gender pay gap measures the difference in average earnings across the organisation and can be influenced by the distribution of men and women across different roles and departments.

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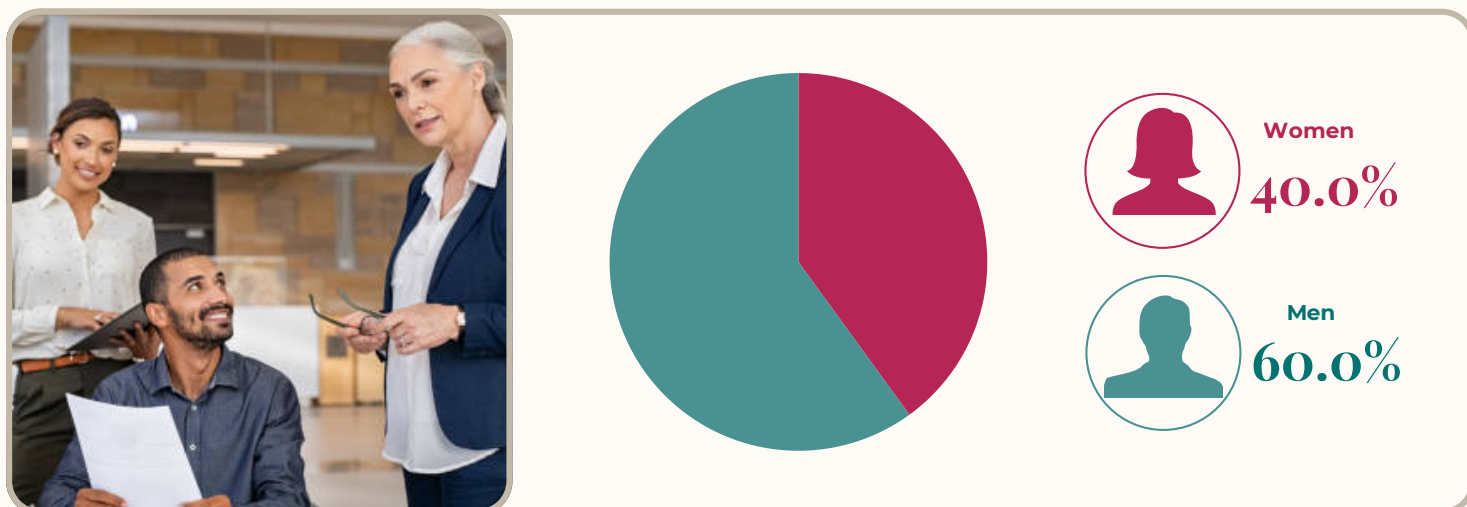
Gender Representation By Pay Quartile

Our workforce is divided into four equal-sized pay quartiles based on hourly pay rates



Leadership Representation

Representation of women and men in senior leadership positions



Women represent two out of five of the Senior Leadership positions within Lily O'Brien's.

Understanding Our Results & Looking Ahead



Our Commitments



Continue to support career development opportunities for all employees



Promote fair and transparent recruitment processes



Continue to support gender diversity across all areas of the business



Monitor gender pay gap data annually



Support leadership development opportunities

Understanding our Results

Our gender pay gap is influenced by a range of factors including workforce composition, role distribution and representation across different functions of the business



Strong female representation across the organisation, with women comprising 55.4% of employees



Mean gender pay gap of 1%
Median gender pay gap of 0%



Women represent 40% of Senior Management positions



Lily O'Brien's is committed to maintaining an inclusive workplace where all employees are valued, supported, and provided with equal opportunities to develop and succeed.