



**Gender Pay Gap Compliance Statement**  
**(Snapshot date April 2018)**

**Typhoo Tea Ltd**

We, the Employer, are required by law to carry out Gender Pay Reporting under the Equality Act 2010 (Gender Pay Gap Information) Regulations 2017.

This involves carrying out six calculations that show the difference between the average earnings of men and women in our organisation. It does not involve publishing individual employees data.

We are required to publish the results on our own website and a government website. We will do this within one calendar year of 5 April 2018.

We will use these results to assess:

- the levels of gender equality in our workplace
- the balance of male and female employees at different levels
- how effectively talent is being maximised and rewarded.

The challenge in our organisation will be to eliminate any gender pay gap and we firmly believe in gender equality across all aspects of our employment.

We will ensure that we work with our employees to address the issues that we face in ensuring everyone is treated fairly.

**Paul White**  
**Chief Financial Officer**



## Typhoo Tea Ltd Gender Pay Gap Report

**Snapshot date 5 April 2018**

### **Difference in hourly rates**

- Mean difference in hourly pay 12.2% in favour of men
- Median difference in hourly pay is 0.6% in favour of men

### **Proportion of women in each pay quartile**

