



Typhoo Tea Ltd is committed to the principle of equal opportunities and equal treatment for all employees, regardless of sex, race, religion or belief, age, marriage or civil partnership, pregnancy/maternity, sexual orientation, gender reassignment or disability. The Company pay all employees equally for the same or equivalent work, regardless of their sex (or any other characteristic set out above).

Typhoo Tea is therefore confident that its gender pay gap does not stem from paying men and women differently for the same or equivalent work. Rather its gender pay gap is the result of the roles in which men and women work within the company and the salaries that these roles attract.

The vast majority of companies have a gender pay gap, and we are pleased to be able to say that Typhoo Tea gap compares favourably with that of other companies, including those within our industry.

The mean gender pay gap for the whole economy (according to the October 2019 Office for National Statistics (ONS) Annual Survey of Hours and Earnings (ASHE) figures) is 16.2%. At 7.06%, Typhoo Tea's mean gender pay gap is, therefore, significantly lower.

The median gender pay gap for the whole economy (according to the October 2019 ONS ASHE figures) is 17.3%. At 0.59%, Typhoo Teas median gender pay gap is, therefore, significantly lower than both that for the whole economy and its sector.

| Type | Typhoo Tea | 2019 Office for National Statistics Annual Survey of Hours & Earnings | |
|-----------------------|------------|---|----------------------------|
| Mean gender pay gap | 7.06% | 16.2% All | 14.5% Manufacturing Sector |
| Median gender pay gap | 0.59% | 17.3% All | 18.2% Manufacturing Sector |

I, Des Kingsley, Chief Executive Officer confirm that the information in this statement is accurate.

Signed:

A handwritten signature in black ink, appearing to read "Des Kingsley". The signature is fluid and cursive, written in a professional style.

Des Kingsley
Chief Executive Officer
For and Behalf of Typhoo Tea Ltd