



Swizzels Matlow Limited

Gender Pay Gap Report 2025

Overview

This report outlines the gender pay gap within our organisation based on hourly pay and bonus data. It includes mean and median pay gaps, bonus gaps, and workforce distribution across pay quartiles.

Workforce Summary

Total employees: 522

Male employees: 382

208

Female employees:

Hourly Pay Gap

Mean hourly pay (male): £17.57

Mean gender pay gap: 13.20%

Mean hourly pay (female): £15.25

Median hourly pay (male): £13.84

Median gender pay gap: 8.66%

Median hourly pay (female): £12.64

This indicates that, on average, male employees earn more than female employees, with the gap more pronounced when using the mean.

Bonus Pay Gap

Mean bonus (male): £5,510.96

Mean bonus gap: 31.71%

Mean bonus (female): £3,763.67

Median bonus (male): £165.00

Median bonus gap: -16.67%

Median bonus (female): £192.50

While the mean bonus gap shows higher bonuses for males overall, the median indicates that typical female bonuses are slightly higher.

Bonus Participation

Proportion of males receiving bonus: 100%

Proportion of females receiving bonus: 100%

All employees received a bonus, indicating equal access to bonus schemes.

Pay Quartiles

The workforce is divided into four equal pay quartiles:

Quartile	Male %	Female %
Upper Quartile	69.39%	30.61%
Upper Middle	65.31%	34.69%
Lower Middle	70.27%	29.73%
Lower Quartile	54.05%	45.95%

This shows a higher proportion of male employees in the upper pay quartiles and a more balanced distribution in the lower quartile.

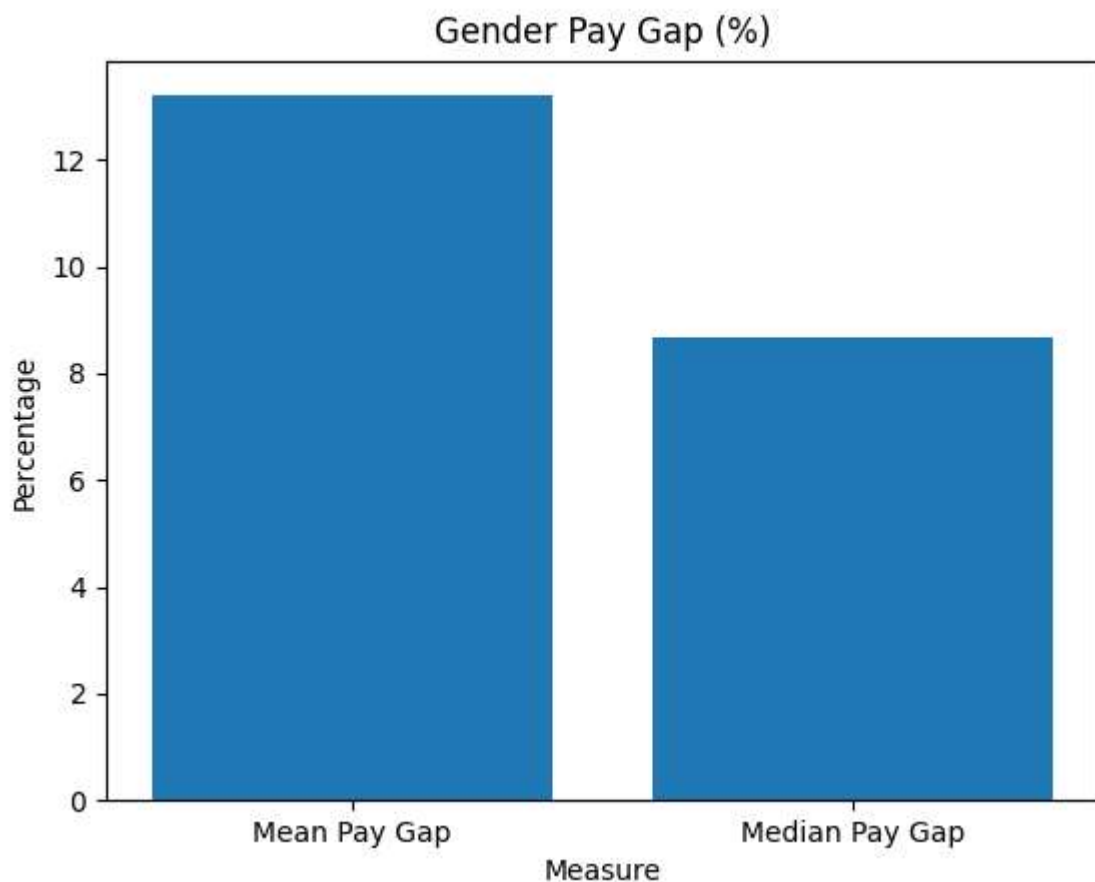
Key Insights

There is a moderate gender pay gap in hourly pay.

The bonus gap is significant on a mean basis, suggesting higher-value bonuses are more concentrated among male employees.

Median bonus data suggests more balance, or even slight advantage, for female employees.

Representation imbalance, particularly in higher pay quartiles, is a key driver of the pay gap.



We are committed to reducing our gender pay gap and creating a more balanced and inclusive workforce. To achieve this, we are strengthening our recruitment and progression practices to ensure equal opportunities at all levels, with a particular focus on increasing female representation in higher-paid roles.

We are reviewing our pay and bonus structures to ensure they are fair, transparent, and based on objective criteria.

We have also spent time and money, investing in leadership development, mentoring, and career progression programmes aimed at supporting female employees, including our close connection to Women in Wholesale.

We also continue to promote flexible working and inclusive policies to support retention and career growth for all employees. Progress will be monitored regularly, and we will report transparently on improvements year on year.