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Branded Garden Products Limited

Gender Pay Gap Report

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Branded Garden Products Limited (“the Company”) is required to publish an annual gender pay gap report in accordance with The Equality Act 2010 (Gender Pay Gap Information) Regulations 2017.

The report below is based on the snapshot date of 5<sup>th</sup> April 2025. For the relevant pay period, the Company employed 171 (2024: 209) full-pay relevant female employees and 106 (2024: 110) full-pay relevant male employees. The reduction in employee numbers was due to efficiency improvements in operational activities across the Company.

### Gender Pay Gap

The table below summarises the mean and median gender pay gap percentages:

	2025		2024		2023	
	Mean	Median	Mean	Median	Mean	Median
All employees	22.6%	9.8%	23.5%	8.5%	19.5%	3.1%
National average*	12.8%	13.4%	13.8%	13.1%	13.2%	14.2%

\* Provisional 2025 data released 23.10.25

Most employees in the Company are female and undertake non-managerial roles in despatch and customer care. These roles are hourly paid with pay closely linked to statutory rates that are the same regardless of gender, and which only differ based on pay grade. As there is a higher proportion of male employees in senior managerial roles, the mean gender pay gap remains above the national average.

### Bonus Gender Pay Gap

The table below summarises the mean and median bonus gender pay gap percentages:

	2025		2024		2023	
	Mean	Median	Mean	Median	Mean	Median
All employees	-21.2%	37.5%	-49.9%	-85.0%	N/A	N/A

(negative means the mean and median bonus for females is higher than for males)

The Company offers annual bonuses to employees who undertake key business roles and were paid to 17 (2024: 17) male and 5 (2024: 4) female employees. Due to there being fewer female employees in management positions, the bonus pay gap statistics are liable to fluctuate significantly. Bonuses are contractual and performance-based with an element reflecting overall business profitability.

## Pay Quartiles by Gender

	2025		2024		2023	
	Female	Male	Female	Male	Female	Male
Lower	69.6%	30.4%	71.3%	28.8%	59.8%	40.2%
Lower Middle	78.6%	21.4%	82.5%	17.5%	77.2%	22.8%
Upper Middle	63.8%	36.2%	65.0%	35.0%	72.8%	27.2%
Upper	34.8%	65.2%	43.0%	57.0%	47.8%	52.2%

The above table shows the gender split for each quartile of pay, based on the hourly rate of pay for each employee. The first three quartiles consist mainly of employees working in despatch and customer care roles where the majority are female. The upper quartile consists of primarily supervisory and management roles and reflects a more even split across the genders.

Management recognises the importance of diversity in the workplace and provides equal opportunities to all employees within the business through flexible working practices that support family-friendly employment. The high proportion of females in general and in the lower to upper middle pay quartiles in particular, is to some extent a reflection of the sector in which the Company operates, and this is the primary reason for the mean gender pay gap exceeding the national average. Pleasingly, the Company has been able to maintain a high proportion of females in the upper pay quartiles and continues to have strong female representation in key senior roles within the business.

I confirm that the information contained within this report is accurate.

**Chris Wright**  
**Chief Executive Officer**  
**Branded Garden Products Limited**  
**21<sup>st</sup> January 2026**