

Gender Pay Gap Report 2024 – 2025

Matthew Algie and Company Limited ('MA' or 'our Company') is committed to fostering equality, diversity, and inclusion across all our practices and operations. We recognise that our people are at the centre of our success in continued growth.

In January 2024, Tchibo Coffee International Limited – the UK subsidiary of the German owned coffee roaster, Tchibo GmbH – merged with Matthew Algie. This report marks our first official Gender Pay Gap Report following that integration.

Our analysis for the 2024-2025 gender pay gap report reveals that a gender pay gap does exist within MA. There are several contributing factors, including a higher proportion of men in senior roles, which are higher-paying positions and the nature of our business being predominantly technical services, operations, and engineering – which are historically male-dominated sectors.

We fully recognise the importance of addressing the pay gap and are committed to taking action, such as promoting more women into senior roles, introducing training programmes for people managers and investigating ways of increasing the number of women in traditionally male-dominated roles. As a result, we have reviewed our recruitment and promotion processes to minimise bias and we continue to work hard to support all our people, which includes increasing our maternity and paternity pay entitlements. We believe these actions will help us achieve a more balanced pay and inclusive culture at MA.

Equal Pay vs. Gender Pay Gap

Equal Pay, according to the Equality Act 2010, requires employers to pay men and women equally for the same or equivalent work. The Gender Pay Gap, however, measures the difference in average pay between men and women across the organisation, regardless of role or level.

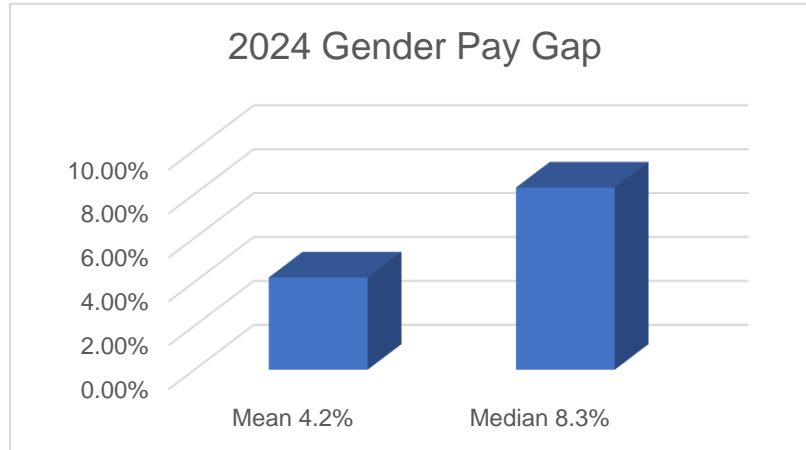
We are committed to reviewing our people's pay in a fair and equal way. We are an accredited Real Living Wage Employer, ensuring that our employees are receiving at least the Real Living Wage, which is approximately 4.9% higher than the National Minimum Wage. In line with this, roles in our sales and technical contact centres are paid at a fixed rate of hourly pay, regardless of gender.

Gender Pay Gap at Matthew Algie

The mean and median gender pay gaps are based on an average hourly rate of pay for both women and men. The mean (average) is calculated by adding all the hourly rates of pay for men and women and dividing by the number of men/women respectively. The median (middle) is calculated by ordering the hourly rates of pay for men/women from the highest to the lowest values and finding the middle value in the respective hourly rate of pay list.

The below table shows the pay gap percentages using the mean (average) and the median figures for men and women. This means that women at MA are paid 4.2% less on average than men at

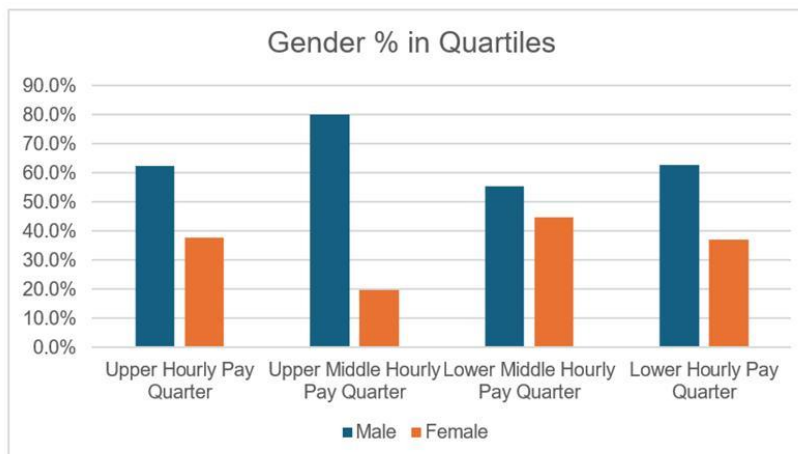
MA. In other words, for every £1 a man earns at MA, a woman at MA earns 96p. The median figures for men and women indicate that women at MA are paid 8.3% less than men, meaning that when a man earns £1, a woman earns 92p.



These results reflect that the main factor contributing to the gender pay gap at MA is the nature of business, where roles in technical services, coffee production, logistics and engineering are traditionally male dominated.

Pay Quartiles

The gender pay quartiles are assessed through listing our relevant employees from highest to lowest paid, dividing them into four equal parts ('quartiles') and then working out the number and percentage of women and men in each of the four quarters. The proportion of men and women in each quarter of pay are shown in the table below.

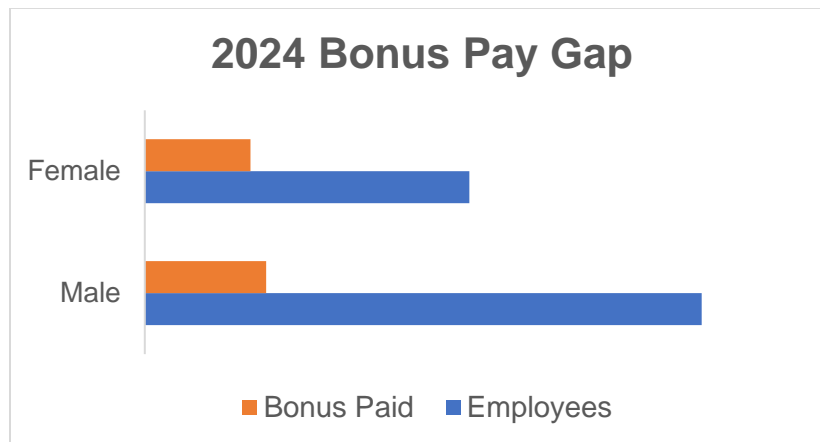


In the upper pay quartile at MA, 37.6% of employees are women and 62.4% are men. Similarly, in the lower quartile, 37.2% are women and 62.8% are men. 80.2% of men are paid at the upper middle hourly pay whereas the women in the same quartile are 19.8%. The percentage of men

and women in the lower middle hourly pay quarter show a similar trend – 55.3% and 44.7% respectively. This data shows that more men employed at MA are in senior roles and management positions, whereas women are more likely to be in administrative or entry-level roles.

Bonus Pay

At MA, 21.8% of men and 32.5% of women are eligible for a bonus payment. The average bonus payment for men is 25.25% higher than women's bonus payments, meaning that for every £1 a man receives as a bonus payment, a woman receives 75p. MA has a 24.5% median bonus gender pay gap, which indicates that women at MA receive 24.5% less in bonus payments than men. This means that for every £1 a man receives as a bonus, a woman receives 76p. Whilst a greater proportion of women receive bonus payments, the overall pay gap is influenced by the larger number of men in senior positions, with higher bonus payments due to this being calculated as a percentage of their salary.



Further Actions to be Taken

As this is the very first gender pay gap report that our Company has formally reviewed and published, this is the starting point to begin our journey to narrow our gender pay gap as a long-term commitment and to create a more inclusive workplace. We remain committed to regularly reviewing our people's pay, clearly communicating the process behind pay decisions and the criteria for salary increases and bonuses to ensure fairness and equity. In addition, we are committed to providing equal access to development opportunities, including manager training programmes.

In line with this, our Company prioritises our people's wellbeing by providing a wide range of benefits packages to support our people and their loved ones, such as life assurance, income protection, medical insurance, employee discounts, rewards programmes and so on. We continuously evaluate our benefits packages and enhance them to ensure that we're not only an attractive employer to work for, but also that we are offering our employees a valuable benefits scheme.