

The background features several small green dots scattered across the white space. On the right side, there are large, overlapping, rounded abstract shapes in various shades of green, creating a modern, organic feel.

Gender Pay Gap 2023

LIQUID FRIDAY

Statement :

At Liquid Friday, we stand dedicated to fostering an environment that champions fairness, equality, and inclusivity in every facet of our operations. As the COO, I take immense pride in affirming our commitment to achieving gender pay parity within our organisation.

Our unwavering dedication to ensuring equal compensation regardless of gender reflects our core values. We recognise the importance of implementing robust policies and practices that uphold equity, diversity, and inclusion. We have meticulously designed and enforced policies aimed at eliminating the gender pay gap, fostering an environment where all individual's contributions are valued equally.

We believe that diversity is not only a strength but a cornerstone of innovation and progress. As such, we actively promote and embrace diversity across our workforce. Our commitment extends beyond mere statements; it's reflected in the actions we take to create a level playing field for all.

By fostering an inclusive culture and providing equal opportunities, we empower all our employees to thrive and contribute their best. Our pledge to gender pay parity is just one facet of our broader efforts to create a workplace where everyone feels valued, respected, and has the opportunity to excel.

As COO, I assure you that our journey toward fairness and equality knows no bounds. We remain steadfast in our pursuit of a workplace where diversity is celebrated, and every individual is given the chance to succeed based on their merits and dedication.

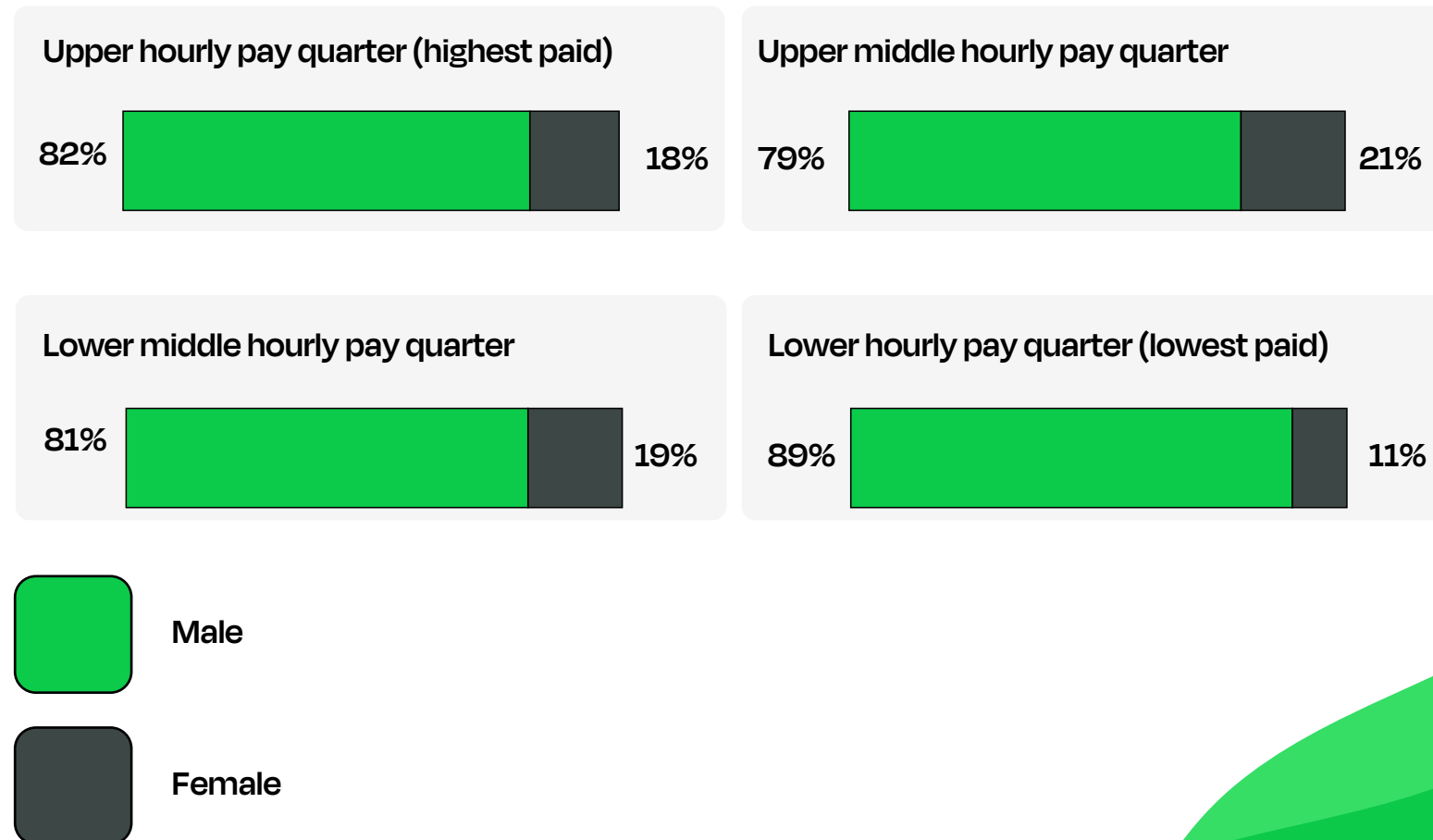


Joe Taffurelli
Chief Operating Officer

Pay Quarterlies

This is the percentage of male and female employees in four quartile pay bands, (dividing our workforce into four equal parts).

In this organisation, women occupy 18% of the highest paid jobs and 11% of the lowest paid jobs.



Mean Gender Pay Gap For Hourly Pay

The mean gender pay gap is the difference in average hourly rates of pay that male and female employees receive. This gives an overall indication of the gender pay gap by taking all hourly rates of pay and dividing by the total number of people in scope.

The median gender pay gap shows the difference in the midpoints of the ranges of hourly rates of pay for men and women by ordering individual rates of pay from lowest to highest and comparing the middle value.

In this organisation, women earn **£1** for every **£1** that men earn when comparing median hourly pay. Their hourly pay is **0%** lower than men's.



Percentage Receiving Bonus Pay

This is the percentage of men and women who received bonus pay in the 12 months leading up to the snapshot date of 5 April 2021.



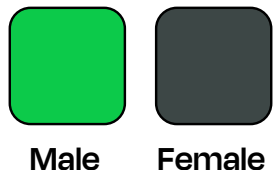
100%

Mean Gender Pay Gap For Bonus Pay

The mean gender bonus gap is the difference in average bonus pay that male and female employees receive. The median gender bonus gap shows the difference in the midpoints of the ranges of bonus pay received by men and women.

In this organisation, women earn £1.23 for every £1 that men earn when comparing median bonus pay. Their median bonus pay is 22.5% higher than men's.

When comparing mean (average) bonus pay, women's mean bonus pay is 1.4% lower than men's.



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