

# Gender Pay Gap Report



little  
**MOONS**  
MOCHI ICE CREAM

# Table of Contents

- 01* What is the Gender Pay Gap
- 02* Our Results - Ordinary Pay
- 03* Our Results - Ordinary Pay (Supporters & M&M's)
- 04* Our Results - Bonus Pay
- 05* Our Results - Bonus Pay (Supporters & M&M's)
- 06* Supporting Comments

# What is the Gender Pay Gap?

The Gender Pay Gap is the difference in average earnings between men and women, as required under the Equality Act 2010. As a company with more than 250 employees, we must report our Gender Pay Gap data, based on employees as of 5th April 2024.

We report on six key metrics:

- *Hourly Pay:* The mean and median Gender Pay Gap in hourly wages.
- *Pay Quartiles:* The proportion of men and women in each pay quartile.
- *Bonus Pay (12-month period):* The proportion of men and women receiving bonuses, along with the mean and median Gender Pay Gap for bonus payments.

The Gender Pay Gap is different from equal pay, which refers to paying men and women equally for the same or similar work. In this report, any figure above zero indicates a gap in favour of men, while a negative figure represents a gap in favour of women.

**Mean:** The average salary, calculated by dividing the total by the number of individuals.

**Median:** The middle value in a sorted list of salaries.



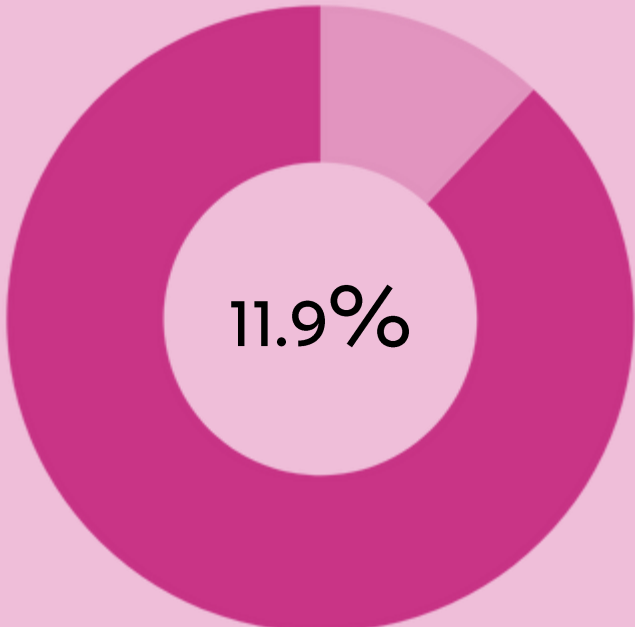
# Our Results: Ordinary Pay

SNAPSHOT DATE 5TH APRIL 2024

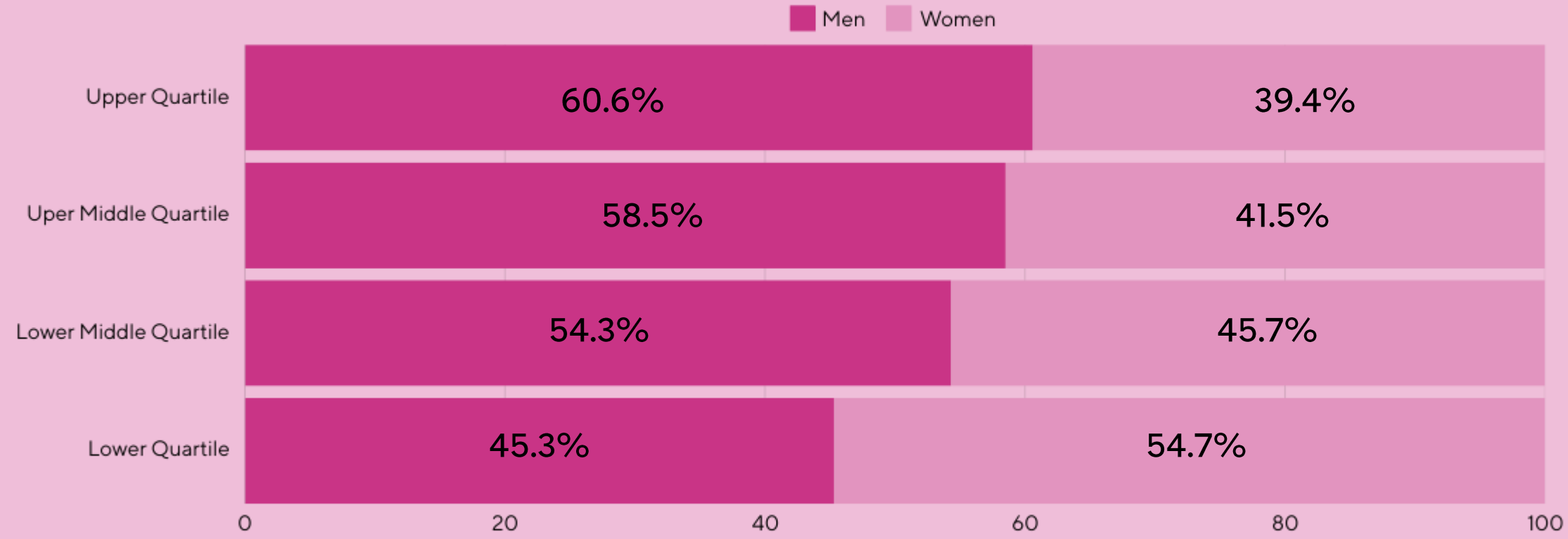
\*The UK Gender Pay Gap was: 7%

Gender	Total
Male	206
Female	171

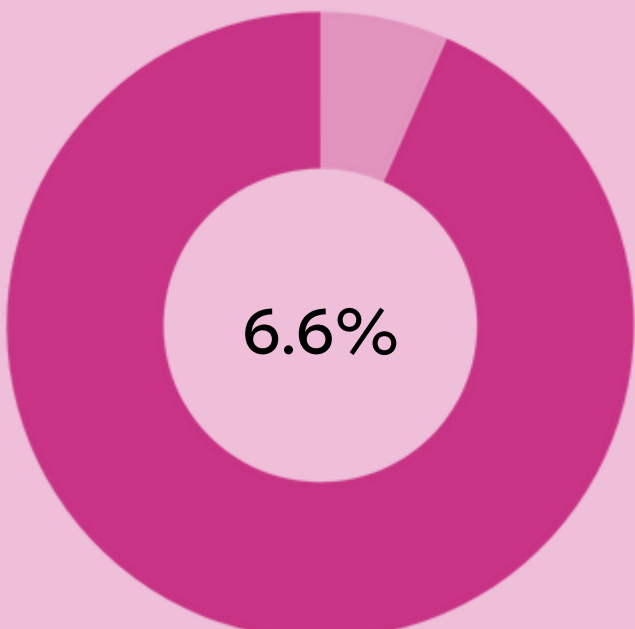
Mean Pay Gap



Proportion of Male and Female in each Pay Quartile



Median Pay Gap

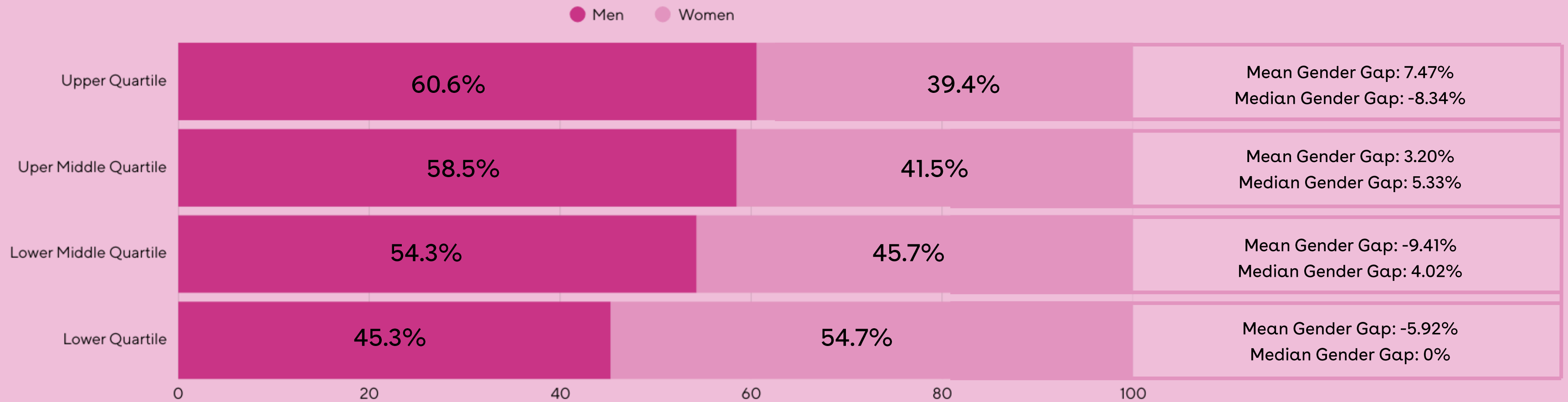


# Our Results: Ordinary Pay

SNAPSHOT DATE 5TH APRIL 2024

\*The UK Gender Pay Gap was: 7%

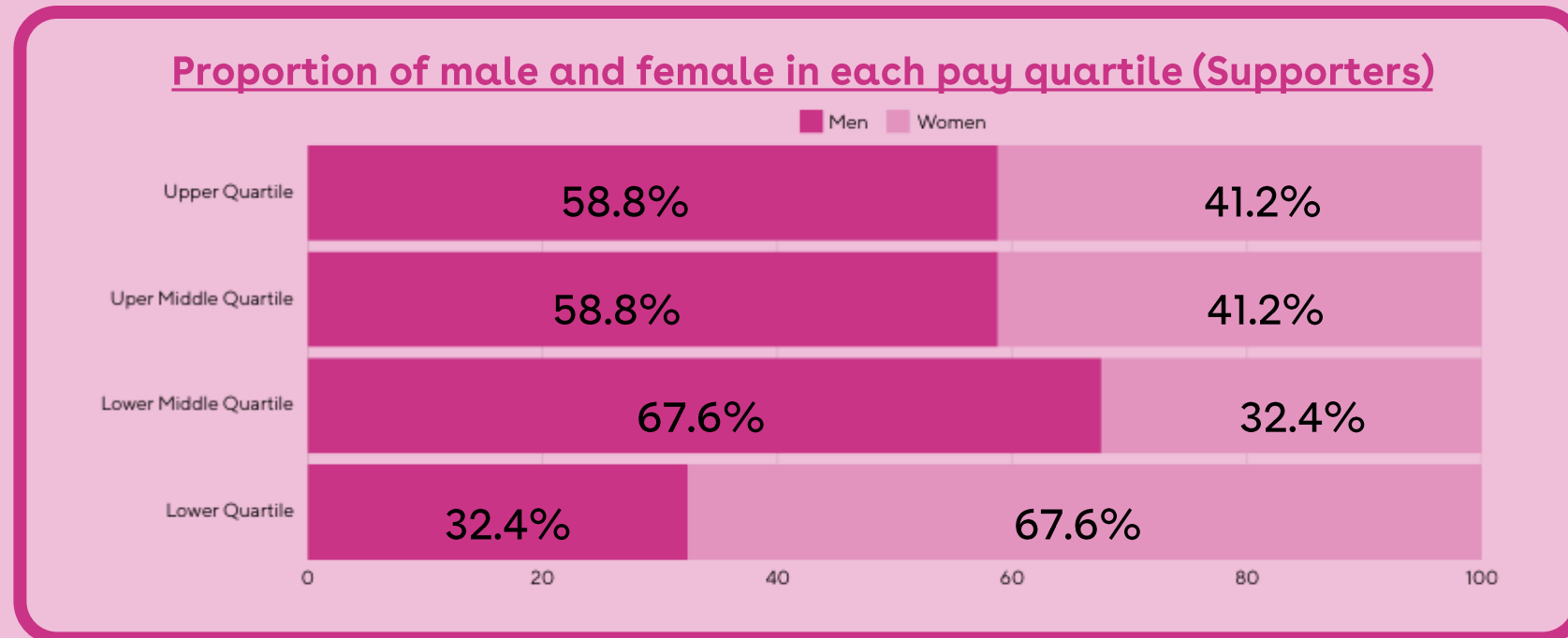
## Proportion of Male and Female in each Pay Quartile – Including Mean and Median Gender Pay Gap



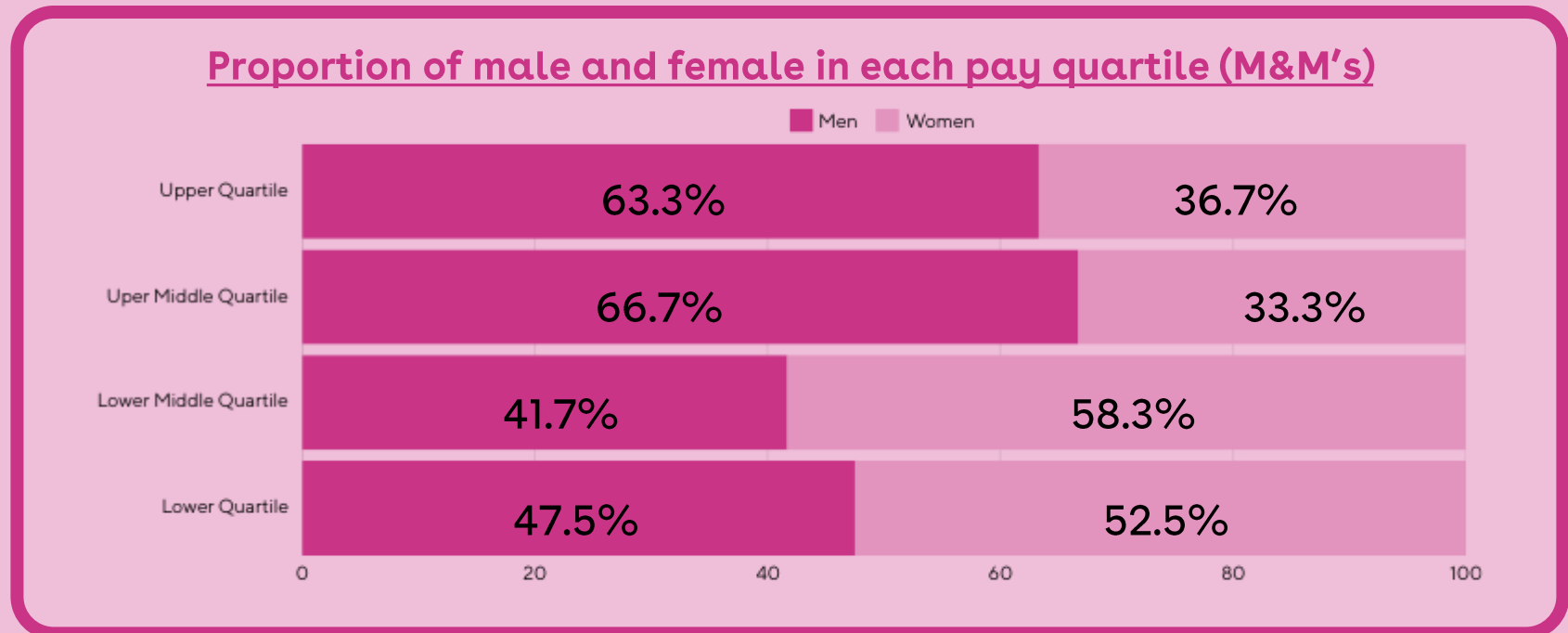
# Our Results: Ordinary Pay (Supporters & M&M's)

SNAPSHOT DATE 5TH APRIL 2024

\*'Supporters' are office-based employees and 'M&M's' are factory-based employees

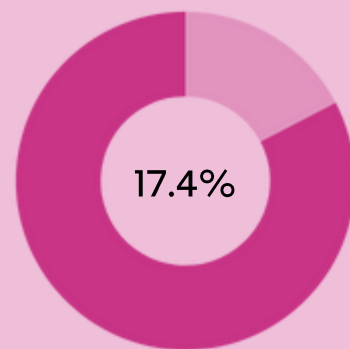


Supporters

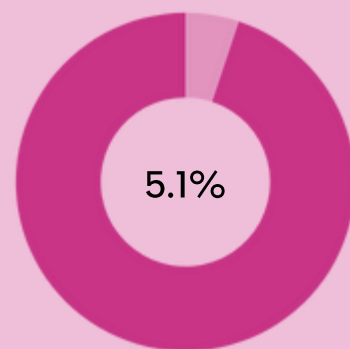


M&M's

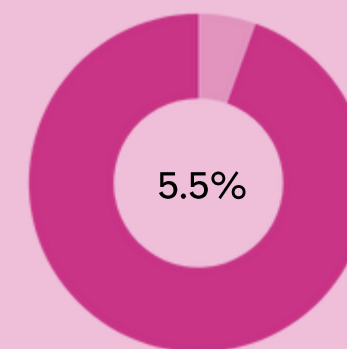
Mean



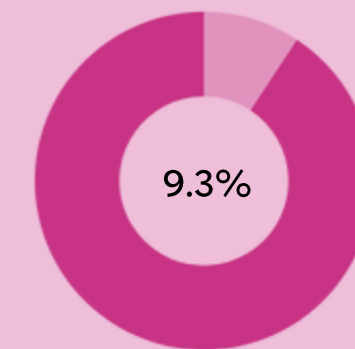
Median



Mean



Median

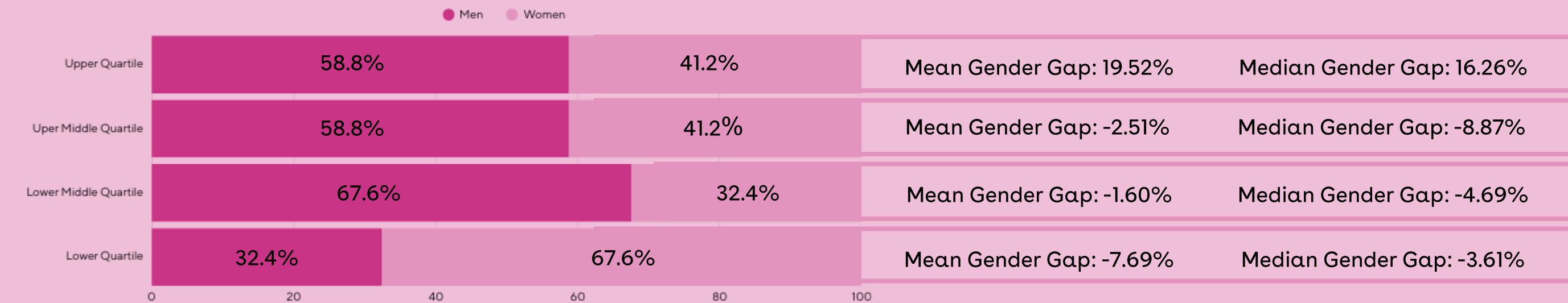


# Our Results: Ordinary Pay

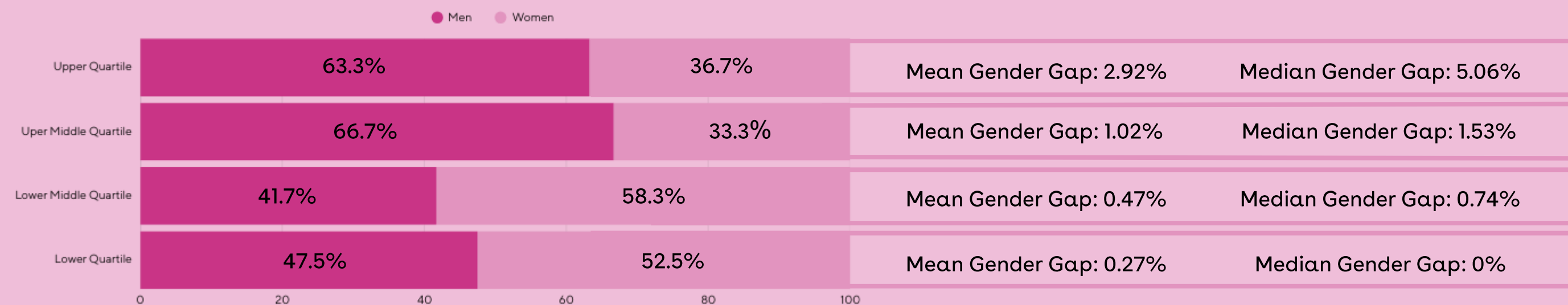
## (Supporters & M&M's)

SNAPSHOT DATE 5TH APRIL 2024

Proportion of male and female in each pay quartile (Supporters)



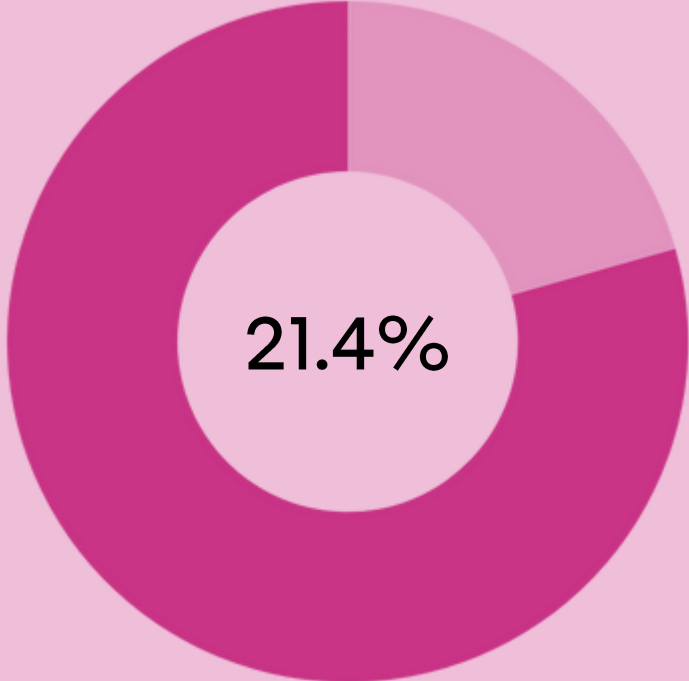
Proportion of male and female in each pay quartile (M&M's)



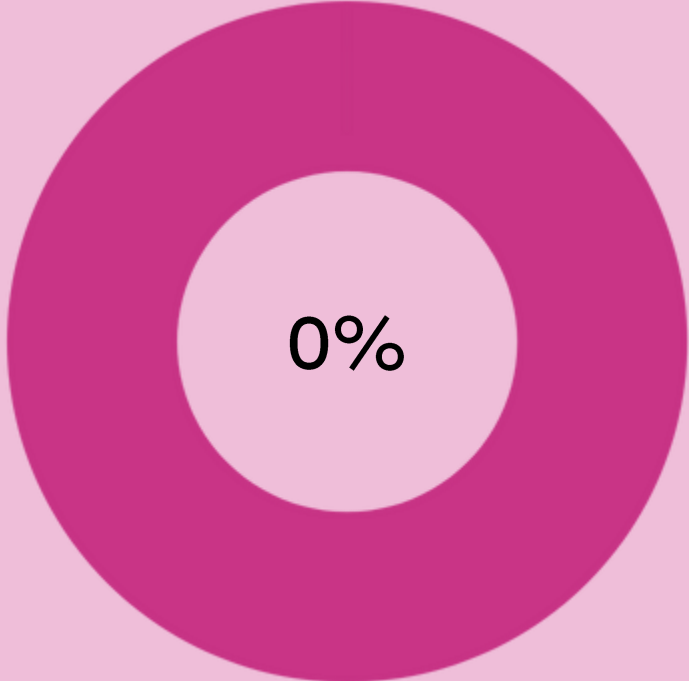
# Our Results: Bonus Pay

2024 (12-MONTHS)

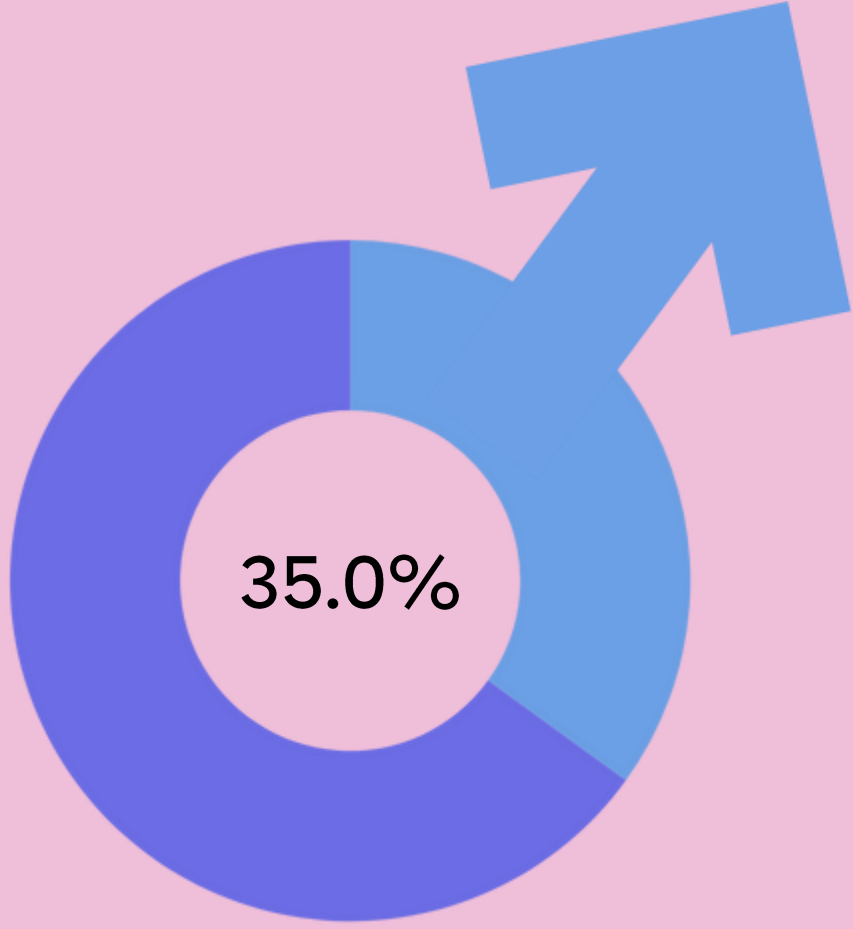
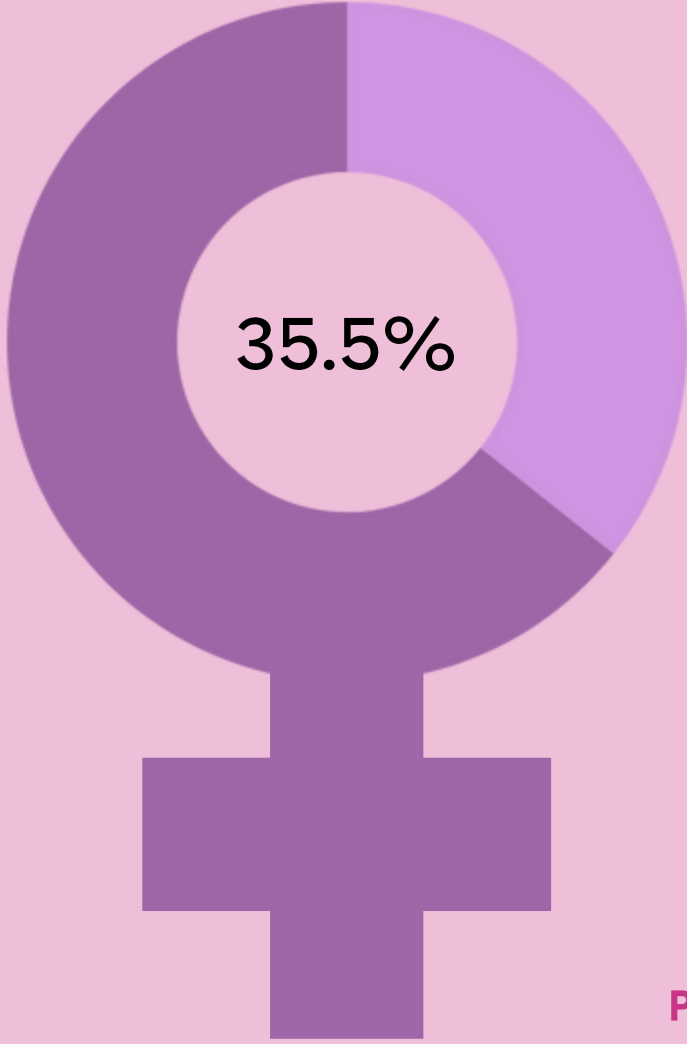
Mean



Median



Proportion of Bonus Pay



**PLEASE NOTE:** Percentages don't add up to 100% as they reflect the proportion of males and females receiving bonus within their respective gender populations, rather than the total headcount.



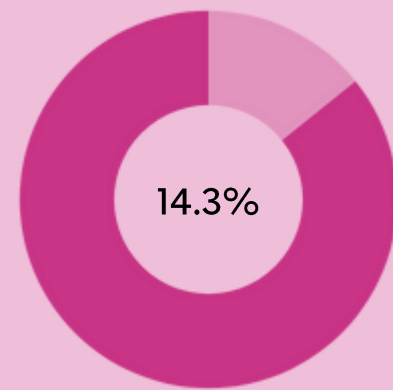
# Our Results: Bonus Pay

## (Supporters & M&M's)

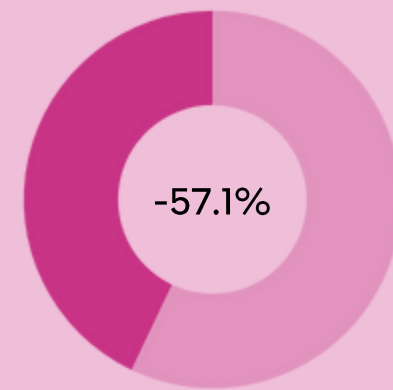
2024 (12-MONTHS)

### Supporters

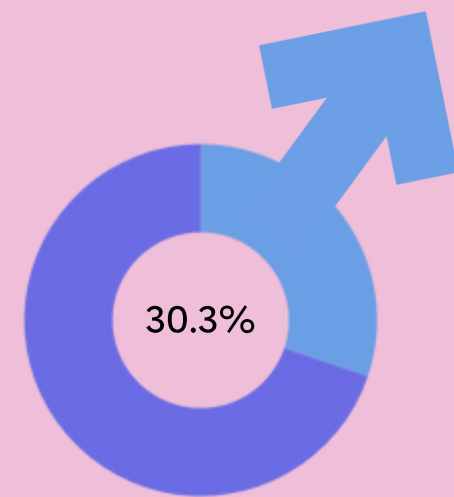
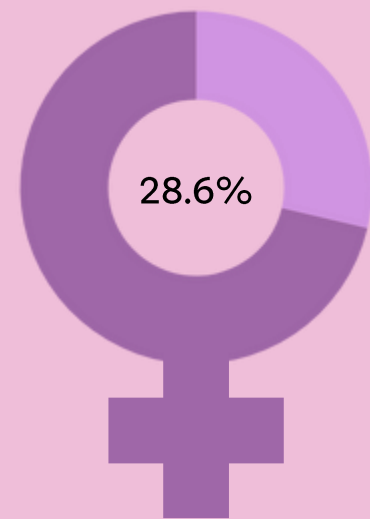
Mean



Median

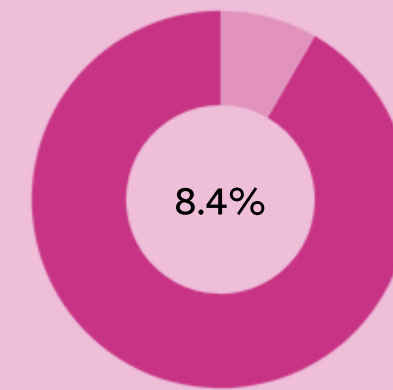


Proportion of Bonus Pay

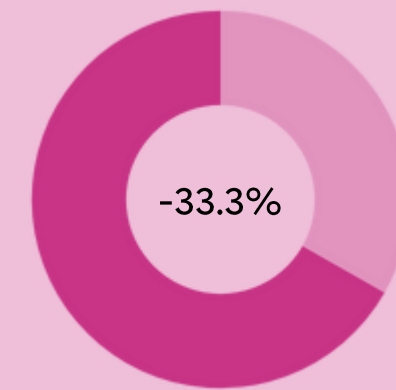


### M&M'S

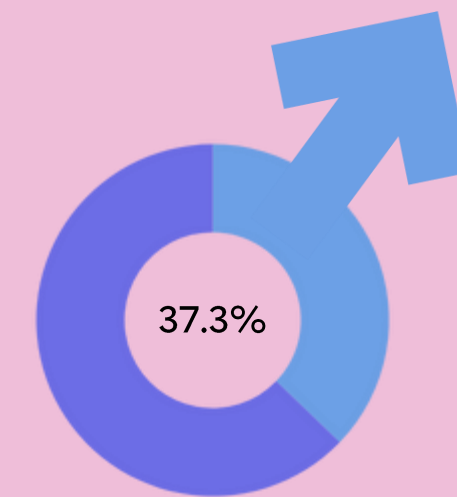
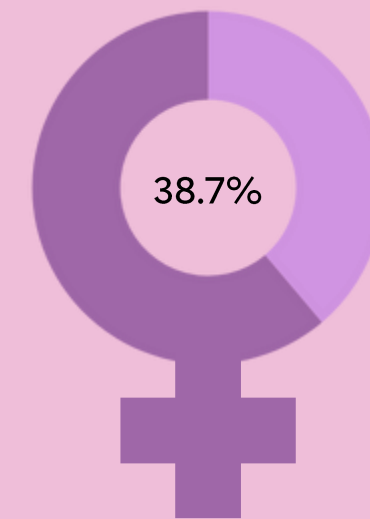
Mean



Median



Proportion of Bonus Pay



# Supporting Comments

- At Little Moons, pay is based solely on role and performance, ensuring equal pay for equal work. We are proud to be an equal-pay employer.
- However, we do still have a gender pay gap. As of April 2024, our mean gender pay gap for ordinary pay is 11.92%, above the national average in April 2024 of 7%. This is primarily due to a higher number of men in senior positions. Our median gender pay gap is 6.6%, reflecting a smaller disparity at the midpoint.
- The bonus pay gap also exists, with a mean bonus gender pay gap of 21.43%. However, the median bonus gap is 0%, showing that bonus distribution at the midpoint is equal, even though higher earners (predominantly men) tend to receive larger bonuses. Those not receiving bonuses are typically new starters.
- Despite these figures, there has been positive progress. From April 2023 to April 2024, the mean and median pay gaps have decreased across many employee groups, particularly for Supporters. The mean gender pay gap for Supporters decreased from 27.1% to 17.35%, and the median gap from 12.7% to 5.11%.

# Supporting Comments - Continued

- The gender pay gap for M&M's however, has slightly increased, with the mean rising from 4.3% to 5.49%, and the median increasing from 5.2% to 9.27%, showing a slight widening for this group.
- Unfortunately, the bonus gap has also widened overall, but the median bonus figures for both M&M's and Supporters are negative, indicating that women are, in fact, receiving a larger share of bonuses at the midpoint.
- We are actively working to close the gender pay gap through inclusive hiring practices including the use of blind CVs, supporting new parents with enhanced baby leave, and through initiatives led by our JEDI (Justice, Equity, Diversity, and Inclusion) committee.
- We remain committed to reducing our gender pay gap, achieving better gender balance, particularly in senior roles, and continuing to select the best candidates for all roles regardless of gender or other factors as covered under the Equality Act.