

THATCHERS CIDER GENDER PAY GAP STATEMENT

Thatchers Cider is a fourth-generation cider producer, making cider in Somerset for over 120 years. As reflected across the industry, many of our roles have historically attracted more male candidates, such as production, engineering and field sales. Our award-winning Apprenticeship Programme seeks to help address this, and we are proud to have successfully introduced female apprentices to positions in engineering, quality, laboratory, logistics, supply chain, project management and field sales. Currently 20% of the Thatchers workforce either has been, or currently is, a Thatchers Apprentice. We also run a Management Development Programme which seeks to give people the skills and opportunities to progress within the company.

This year Eleanor Thatcher was appointed to the Board of Directors, earning her place as the fifth generation of the Thatcher family to take a leadership role in the company.

We're also pleased to see positive progress in the proportion of females in our upper quartile of earners, which increased by 5%, and in the upper middle quarter, which increased by 33% compared to last year.

Our gender pay gap

As an employer with over 250 employees, we have a duty under the Equality Act 2010 Regulations 2017 to publish gender pay gap information relating to our employees. This report helps identify any areas for improvement.

The data

Our headcount split at the snapshot date was 76% Male and 24% Female. This is reflective of the industry and sector in which we operate.

In April 2024, the UK's median gender pay gap for all employees was 13.1% meaning women earned, on average, 13.1% less per hour than men. At the point of the snapshot, Thatchers was 4.2%, significantly above the national average.¹

Gender pay gap

Criteria	Gap
Average hourly pay (mean)	14.8%
Median hourly pay	4.2%
Average bonus pay (mean)	60%
Median bonus pay	20%

% of men & women in each pay quarter

Hourly pay quarter	Women	Men
Upper quarter	15%	85%
Upper middle quarter	24%	76%
Lower middle quarter	32%	68%
Lower quarter	23%	77%

Going forward

While we are pleased with the improvements in female representation at senior levels, we recognise there is still work to do. Moving forward, we will continue to monitor metrics and our gender pay gap to identify opportunities for meaningful improvements.

At Thatchers Cider, we're committed to creating an inclusive environment where everyone has equal opportunities to thrive. We will continue to take proactive steps to close our gender pay gap and support a diverse and talented workforce.

Signed,

Martin Thatcher
Managing Director
Thatchers Cider



¹ ONS Gender pay gap in the UK: 2024