



Mizkan Euro Ltd’s Gender Pay Gap Report 2023

Mizkan Euro Ltd is supportive of the Government’s decision which requires all UK companies with over 250 employees to publish their gender pay gap statistics.

The statutory disclosures below are based on data as at 5 April 2022.

Hourly Summary

2022

Mean gender pay gap in hourly pay	-17%
Median gender pay gap in hourly pay	-39%

Bonus Summary

2022

Proportion of female employees with bonus pay	84%
Proportion of male employees with bonus pay	94%
Mean gender pay gap in bonus pay	-26%
Median gender pay gap in bonus pay	-201%

Proportion of male and female full-time employees in quartile pay bands

2022

	2022	
	Male	Female
Lower Quartile	81%	19%
Lower Middle Quartile	73%	27%
Upper Middle Quartile	60%	40%
Upper Quartile	57%	43%

I confirm that the Gender Pay and Bonus Gap calculations and the data provided for Mizkan Euro Ltd are accurate.

Paul Tirebuck
HR Director