



Mizkan Euro Ltd’s Gender Pay Gap Report 2021

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 2021.

Hourly Summary	2021
Mean gender pay gap in hourly pay	-14.0%
Median gender pay gap in hourly pay	-30.4%

(Data based on hourly pay at 05/04/2021)

Bonus Summary	2021
Proportion of female employees with bonus pay	88.0%
Proportion of male employees with bonus pay	93.8%
Mean gender pay gap in bonus pay	2.4%
Median gender pay gap in bonus pay	-63.2%

(Bonus data based on bonus pay out at 23/04/2020)

Proportion of male & female full-time employees in quartile pay bands	2021	
	Male	Female
Lower quartile	81.8%	18.2%
Lower middle quartile	72.0%	28.0%
Upper middle quartile	68.0%	32.0%
Upper quartile	55.0%	44.0%

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

Paul Tirebuck
HR Director