

Natures Way Foods Europe Gender Pay Gap Report 2019

NWFE includes NWFE, SSL and NWF.

We are an employer required by law to carry out Gender Pay Reporting under the Equality Act 2010 (Gender Pay Gap Information) Regulations 2017. The information below is based on the requirement date of 5th April 2019.

At this date, NWF employed 1115 people (28% women and 72% men)

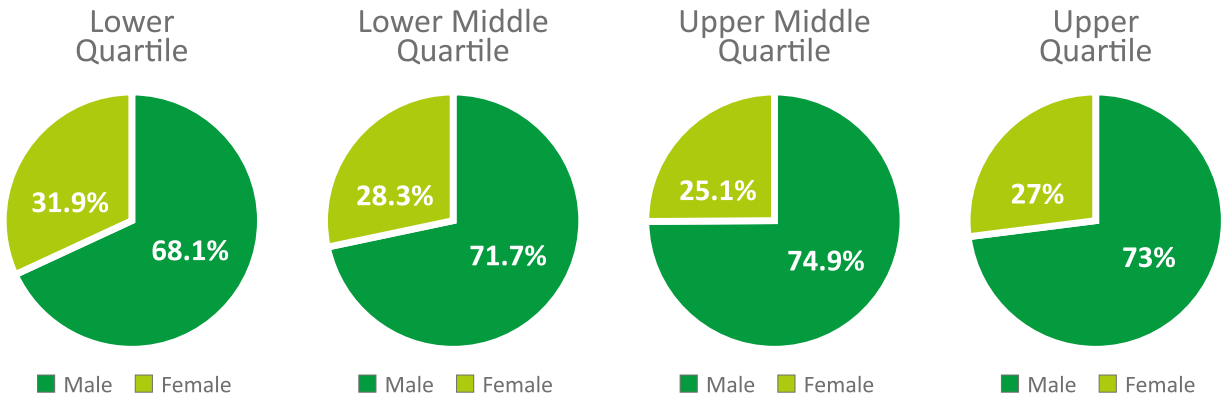
Pay and Bonus difference between female and male 5th April 2019

	Mean	Median
Hourly Pay	-1.9%	1.6%
Bonus	-8%	4.4%

Proportion of employees receiving a bonus In the 12 months preceding 5th April 2020

Male	Female
76.1%	83.7%

Proportion of males / females in each quartile pay band 5th April 2019



I confirm that the data reported is accurate.

Colin Smith,
Chief Executive Officer