

# Natures Way Foods Europe Gender Pay Gap Report 2021

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 2021.

At this date, NWF employed 1171 people (30% women and 70% men)

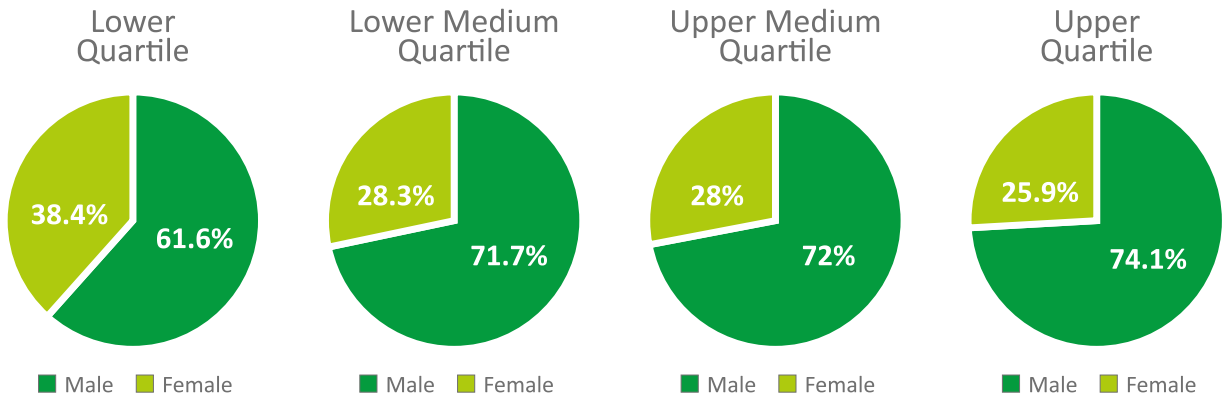
## Pay and Bonus difference between female and male 5th April 2021

	Mean	Median
Hourly Pay	2.3%	3.2%
Bonus	37.4%	30%

## Proportion of employees receiving a bonus In the 12 months preceding 5th April 2022

Male	Female
2.8%	1.1%

## Proportion of males / females in each quartile pay band 5th April 2021



I confirm that the data reported is accurate.

Colin Smith,  
Chief Executive Officer