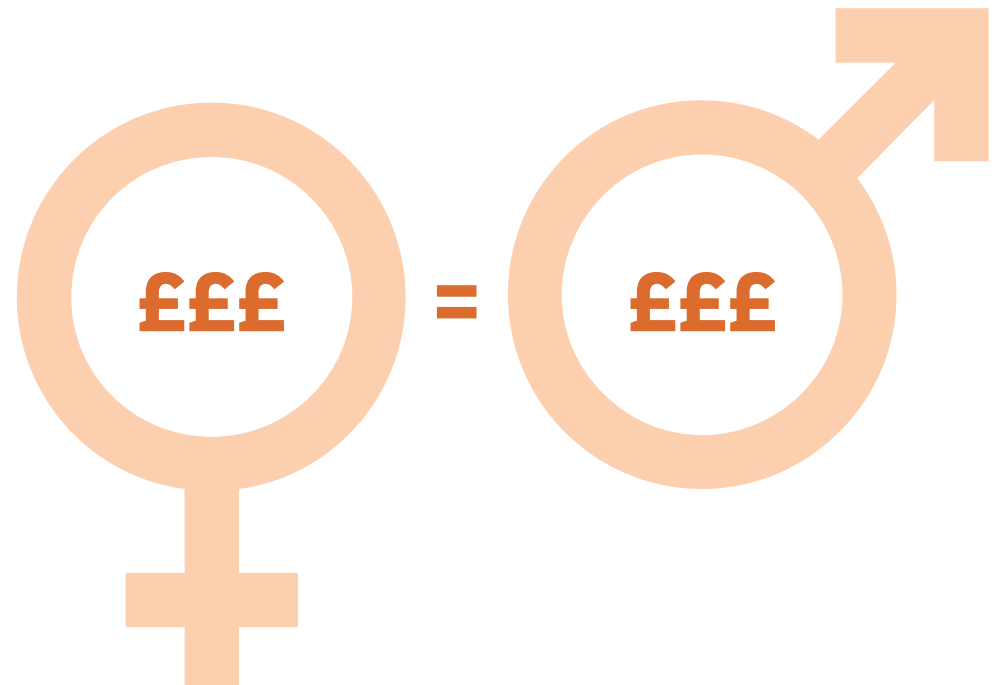


GENDER PAY GAP REPORT

Gender Pay Gap Reporting

In 2018, we grew to over 250 employees and therefore are now required to report our gender pay gap in accordance with The Equality Act 2010 (Gender Pay Gap Information) Regulations 2017.

Unlike equal pay, which refers to paying a man and a woman the same amount for the same, or similar work, a pay gap is the **difference in average pay** between men and women in an organisation.



GENDER PAY GAP REPORT

We have a commitment to all of our employees to offer a truly inclusive place to work, where everyone can reach their full potential based on merit alone. This is not only the right thing to do, but it is vital for the success of our business.

Our gender pay gap is not a pay issue rather a consequence of there being too few women in senior roles and a concentration of women in lower paid roles.

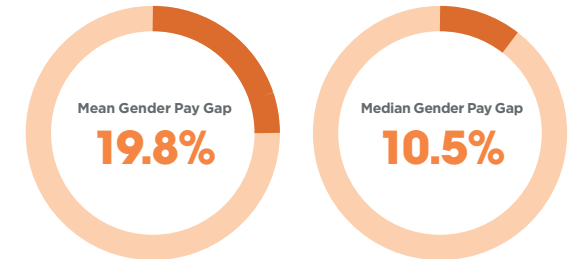
Whilst our results compare favourably to other businesses, we are undertaking a review to look at how we can better attract and develop female staff. We are committed to reducing the gender pay gap by maintaining our focus on providing the opportunity and encouragement to allow women and men to pursue whichever career path they wish.

I confirm The Original Cottage Company Ltd gender gap calculations are accurate and meet the requirements of the Equality Act 2010 (Gender Pay Gap Information) Regulations 2017.

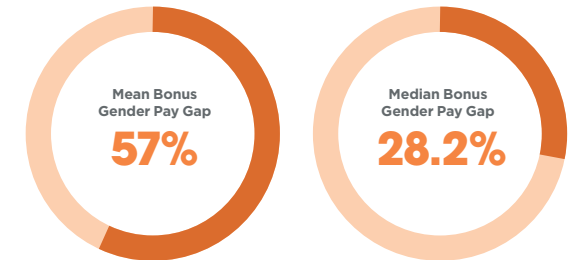
John Willmot COO, The Original Cottage Company Ltd



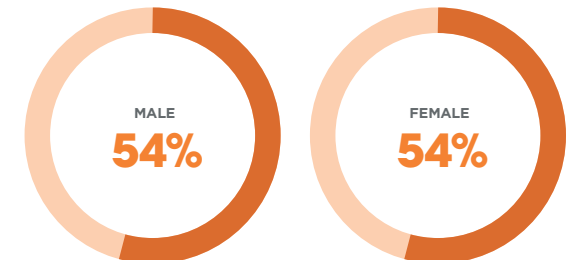
PAY GAP



BONUS GAP



PROPORTION OF MALES & FEMALES RECEIVING A BONUS PAYMENT



THE PROPORTION OF MALES AND FEMALES IN EACH QUARTILE BAND

