

Milk & More

good mornings delivered™

GENDER PAY GAP REPORT

APRIL 2025

MoreCo Group Limited t/a Milk & More



INTRODUCTION

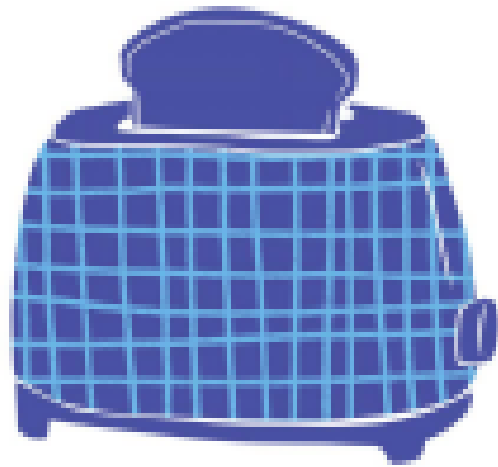
Milk & More began over 100 years ago, delivering milk to doorsteps. The milk round is arguably the original home delivery service and Milk & More is ensuring that this great British tradition continues to flourish.

MoreCo Group Limited is a privately-owned company with a long-standing tradition of employing a diverse workforce, treating staff members on an equal basis, regardless of their ethnic background, age, religion or gender.

The Company reward staff members on performance and their level of responsibility, taking an objective approach to recruitment, development and reward.

Gender Equality is a significant requirement of committing to diversity and inclusion and the need to report the Gender Pay Gap is an important step in objectively assessing any disparity and creating a precedent upon which to take action.

Our Gender Pay Gap report outlines some positive signs, with mean and median female pay being significantly higher than the male equivalent for the overall company. This is largely due to the types of job performed by males and females in the business.



FOREWORD

Since 2018, UK companies with more than 250 employees are required to report their Gender Pay Gap. In line with guidelines, this report includes data for the snapshot period April 2024.

The Gender Pay Gap differs from Equal Pay and should not be confused as being the one and same thing. The Equality & Human Rights Commission outlines the differences as follows:

‘Whilst both equal pay and the gender gap deal with the disparity of pay women receive in the workplace, they are two different issues:

Equal Pay infers that male and female workers and women in the same role, performing equal work must receive equal pay, as set out in the Equality Act 2010.

The Gender Pay Gap measures the difference between male and female average earnings across an organisation. The gap is defined in percentage terms.

It is important to note that equal pay is unlawful, and a Gender Pay Gap is not. MoreCo Group Limited is aware that gender should not prejudice employee remuneration, and the Company ensures an objective and fair approach to remuneration when employing staff.

GENDER PAY GAP FIGUIRES

Gender Pay Gap

MoreCo Group Limited Gender Pay Gap		
	Mean	Median
Hourly Pay	-73%	-38%
Bonus Pay	-220%	0%

Bonus Payments

Proportion Receiving Bonus Pay in the 12 Months to April 2024	
Male	Female
89%	42%

Pay Quartiles

Lower Quartile		Lower Middle Quartile	
Male	Female	Male	Female
97%	3%	98%	2%
Upper Middle Quartile		Upper Quartile	
Male	Female	Male	Female
97%	3%	85%	15%

Written Statement

MoreCo Group Limited has carried out all reasonable steps to ensure that the data provided is accurate and complete. The figures have been calculated employing the standard methods used in the Equality Act 2010 (Gender Pay Gap Information) Regulations 2017.



UNDERSTANDING THE GAP

Milk and More has been through another significant period of change and ownership, moving away from Muller UK & Ireland LLP to Freshways Limited at the start of 2024, the legacy of our predecessor is reflected in this Gender Pay Gap Report, with a renewed and refreshed business focus going forward.

The Gender Pay Gap figures reflect this transition and the nature of the industry itself, being largely male dominant. Milk and More acknowledges and understands:

- A greater proportion of men received a bonus in the relevant reporting period. However, there is a smaller proportion of women in the business.
- There is an equal distribution of women across the lower three pay grades, however the highest proportion sits in the Upper Quartile.
- There is an equal distribution of men across the lower three pay grades, however the lowest proportion in percentage terms sits in the Upper Quartile.
- The mean and median hourly pay shows that on average, women in the business have a higher rate of pay. However, it is worth considering that there is smaller percentage of women in the business.

We are confident that our Gender Pay Gap is not an equal pay issue. Our Gender Pay Gap is reflective of a small proportion of females in the overall workforce who are primarily engaged in skilled roles, including Finance and Accounts and other management roles.

We endeavour to continue to monitor our data and make improvements in attracting a broad, diverse and talented team across the business.

This report will be reviewed and updated annually.