

Gender Pay Gap 2024

At Boston Tea Party, our purpose is simple: Make Things Better – for our customers, our planet, and, crucially, for our team. We believe that fair pay is a cornerstone of a thriving workplace, and we're committed to ensuring everyone at Boston is valued equally and paid fairly for the work they do.

We've always been clear that the gender pay gap isn't about individual salaries – it's a broader look at how pay is distributed across our organisation. It tells us where we are doing well, and where we need to focus our attention.

This year, we're proud to continue that transparency and to use this data to spark conversation, action, and improvement.

Let's take a look at our snapshot for 2024.

Our Results

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Boston's Median Pay Gap

1.7%

Down from 2.3% in 2023

Boston's Mean Pay Gap

6.6%

Down from 7.1% in 2023

Our 2024 Results

Median Pay Gap: 1.7% (down from 2.3% in 2023)

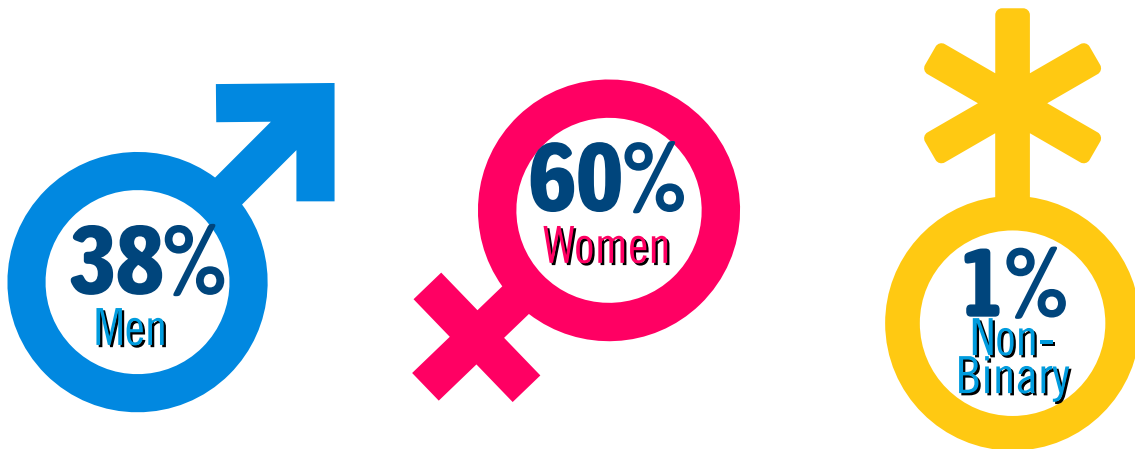
Mean Pay Gap: 6.6% (slightly down from 7.1% in 2023)

We're thrilled to see our median gap continue to fall, now down to 1.7% – a real step in the right direction and reflective of the work we've been doing to create fairer progression and pay structures.

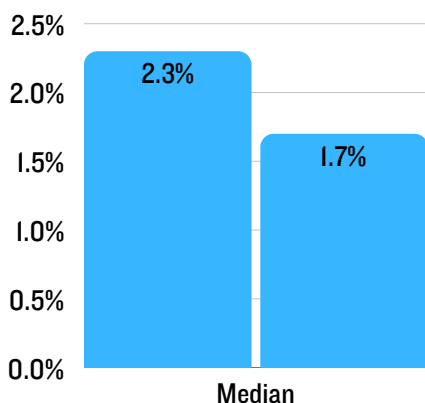
Our mean pay gap has also slightly reduced from last year. This number still tells us that we have more women than men in our lower-paid roles – something we are actively working on through development, recognition, and by opening more doors to leadership opportunities.

Gender Pay Gap: In Lovely Images

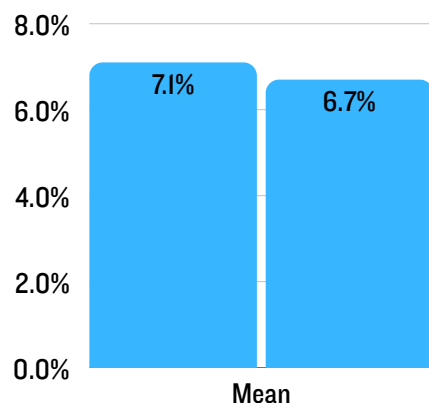
Women in Boston



Median Pay Gap



Mean Pay Gap



% of Women in each Quarter

Upper hourly quarter



Upper Middle hourly quarter



Lower Middle hourly quarter



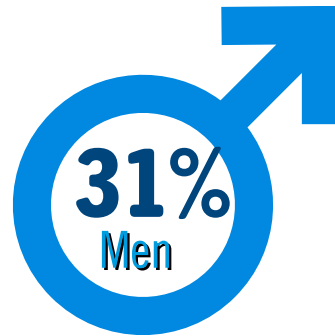
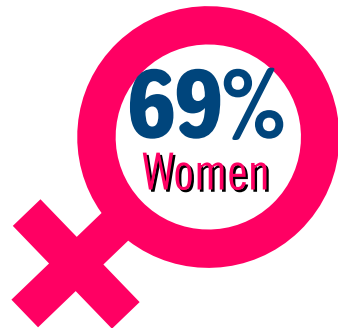
Lower hourly quarter



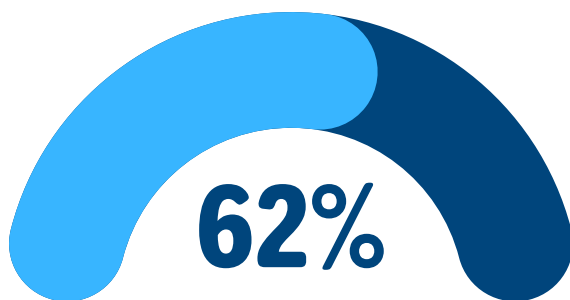
We've seen real gains in the upper middle quarter, with women now making up nearly 70% of this bracket – an increase on last year and a positive indicator of more women stepping into leadership and specialist roles. However, the lower quarter still holds the highest proportion of women, reminding us that there's more to do to create progression pathways that are accessible and inclusive.

Gender Bonus Pay Gap: In Lovely Images

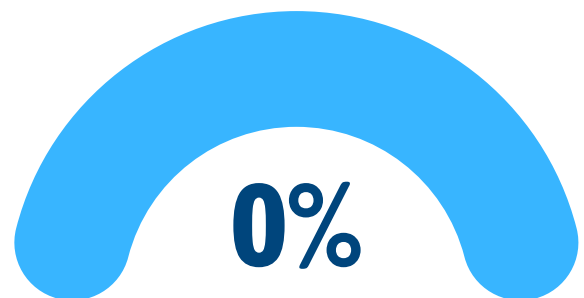
Who received bonus pay?



Mean Bonus Pay Gap



Median Bonus Pay Gap



Bonus Pay

Here's how our Bonus scheme played out: 31% of men and 69% of women received bonus pay. Our mean bonus gap was 21.7%. Our median bonus gap was -0.5% (yes, negative – meaning women received a slightly higher median bonus)

While our mean gap in bonuses tells us that larger bonuses have gone to men on average, it's encouraging to see the median gap nearly at zero, which shows more consistency in the types of bonuses awarded across genders.

What's Next?

We're continuing to invest in inclusive recruitment, transparent pay structures, and leadership development for all. We're using feedback from our team surveys, lived experiences, and meaningful conversations to drive change from the inside out.

And because we know representation matters, we'll keep checking in on this data – not just once a year, but as an ongoing commitment to doing better for everyone who works at Boston.