

# MESSAGE FROM MATTHEW AUSTIN, CEO



Matthew Austin, CEO  
Lindt & Sprüngli UK & Ireland



LINDT & SPRÜNGLI

Everything we do at Lindt & Sprüngli (UK) Ltd is rooted in our purpose of Making People Feel Special – it's who we are. We work hard to ensure we have an exceptional, high performing workplace, enabling our individuals to be the best they can be through creating a culture of support and purposeful performance.

We're proud to be recognised as a Great Place to Work, and that external recognition supports our drive to recruit the best talent in the industry throughout all levels of our organisation. We pride ourselves on creating the right environment for our employees to thrive and place great emphasis on personal and professional development.

## The Gender Pay Gap

When looking at the Gender Pay Gap, we can feel proud to operate in a culture of fairness and equality. We work to a principle of equal pay for equivalent roles across our business, regardless of age, gender or ethnicity and a big part of our unique culture is rooted in transparency, diversity and inclusivity for everyone throughout our organisation.

The nature of our Retail business in particular means that we attract a higher proportion of women to these roles, most of whom are part-time and looking for flexibility in their working lives. Retail makes up almost half of our headcount and continues to be a strategic growth area for our business.

All our employees within our retail stores have permanent contracts and we're proud to offer a competitive pay structure, providing stability to our employees and enabling them to receive a fair share of our profits through our bonus scheme.

As we continue to expand our retail store strategy we do expect this to impact our figures but by reviewing our data and the drivers behind it, we are making a commitment to better understand what else we can do to support the reduction of our pay gap.

In recent years we have worked hard to develop our reward policies, flexible working approaches, career progression philosophies, and learning and development practices as we have quickly grown into a medium-size company.

Our values driven culture, led by a powerful purpose has provided great opportunities for all, empowering people to make decisions that help them balance their lives in a way that works for them. This culture will continue to shape the future growth of our business and guide us to do the right thing by our people; diversity and inclusivity being at the forefront of our actions.

A handwritten signature in black ink that reads "Matthew Austin". The signature is fluid and cursive, written in a professional style.

Matthew Austin, CEO

*I confirm that the information in this report is accurate and meets the requirements of the Equality Act 2010 (Gender Pay Information Regulations 2017).*

# GENDER PAY GAP REPORT

Snapshot Date: 5 April 2018

Data: Taken across two industry sectors- retail/ retail merchandising and FMCG

## Gender Pay Gap

21.6%

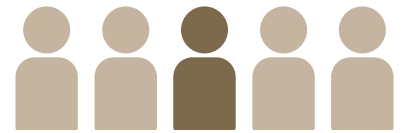
MEDIAN

18.5%

MEAN

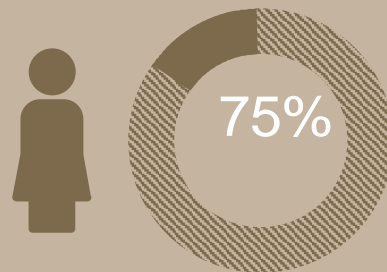
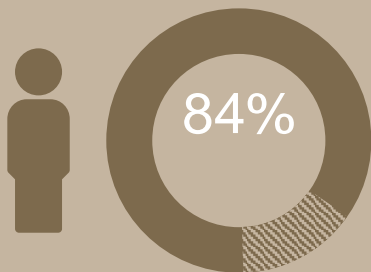
## Difference in bonus pay between men & women

35.9%



MEDIAN

## Who received a bonus in 2017?



56.8%

MEAN

## Pay Quartiles

