

Gender Pay Gap Statement 2025

Tilda



At Tilda, we're committed to fairness, equity and opportunity for all employees. Our business is built on long-term relationships and responsible sourcing, so we believe an inclusive workplace – where everyone is treated with respect, supported to perform and able to progress – is fundamental to our operations.

Our gender pay gap reflects the distribution of roles within the organisation rather than differences in pay for equivalent work. However, it offers valuable insights into how opportunities and progression are experienced across the business and highlights areas for improvement.

We have a diverse workforce and an open, inclusive culture, supported by policies on equal opportunity, anti-discrimination and employee wellbeing. We also recognise that achieving equitable outcomes requires consistent experiences across teams, particularly in development, progression and the day-to-day management practices that enable people to perform, grow and feel confident in their roles.

As part of our ongoing work, including our B Corp recertification, we're strengthening our approach by improving our understanding of workforce data, listening to employee feedback, encouraging diverse perspectives and challenging assumptions. We're also supporting consistent inclusive leadership practices across the business.

Our focus is on ensuring fair and transparent decisions regarding development, progression and reward. We want our commitment to wellbeing and inclusion to be reflected not only in our policies and partnerships but also in everyday behaviours and experiences.

We acknowledge this is an ongoing process and that there's more to do. We're committed to building a clearer understanding of outcomes across our workforce, strengthening accountability and continually improving.

Our purpose is to grow a future where life in all its flavours can thrive.

As Managing Director, I take this responsibility seriously and am committed to ensuring we continue to make meaningful progress in this area.

Yours faithfully,
Jean-Philippe Laborde



Our Gender Pay Statistics

	Mean (Average)	Median (Mid-Range)
Hourly pay gap	1.73%	-4.58%
Bonus pay gap	-38.04%	0%

Gender Bonus Pay



86.5% of women received a bonus

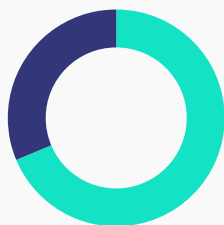


86.7% of men received a bonus

Mean Gender Pay Statistics

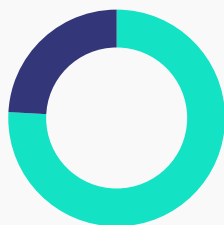
● Male ● Female

Lower
Quartile



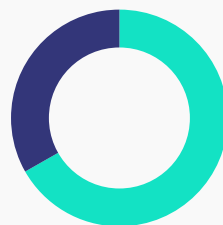
● 30.43%
● 69.57%

Lower Middle
Quartile



● 24.63%
● 75.37%

Upper Middle
Quartile



● 32.85%
● 67.15%

Upper
Quartile



● 30.00%
● 70.00%

Gender Pay Statistics for Tilda Ltd

Tilda Ltd 278 employees	Hourly gender pay difference - Mean (%)	Hourly gender pay difference - Median (%)	Bonus gender difference - Mean (%)	Bonus gender difference - Median (%)
Tilda	1.73%	-4.58%	-38.04%	0%

Tilda Ltd 278 employees	Proportion of men/women in Lower quartile pay band (M%/F%)	Proportion of men/women in Lower middle quartile pay band (M%/F%)	Proportion of men/women in Upper quartile pay band (M%/F%)	Proportion of men/women in Upper quartile pay band (M%/F%)	Proportion of employees receiving bonus (M%/F%)
Tilda	69.57 / 30.43	75.37 / 24.63	67.15 / 32.85	70.00 / 30.00	86.70 / 86.50



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