

INSPIRED Pet Nutrition Gender Pay Gap Report 25/26

Committed to Inclusion & Fairness

INSPIRED Pet Nutrition is committed to having a diverse workforce that reflects the communities it serves and providing equal opportunities with the workplace for all colleagues.

Our strategy is to bring new perspectives, energy and more innovative ways of working to extend our value within the Pet Food Industry.

Traditionally, more men than women pursued careers in the manufacturing industry and achieving gender balance remains a focus.

We're proud of the progress we've made in closing the gender pay gap. In 2025, we have seen a narrowing of 9.9% year on year.



A Diverse & Equitable Workplace



Our organisation

We're a growing business with a head office and three production sites across the UK. Within our head office/central functions we have a slightly higher proportion of women than men. However, across our factory sites, we have a higher proportion of men. Achieving gender balance within our organisation remains an ongoing journey.

Gender Pay v Equal Pay

The gender pay gap is not the same as equal pay, it's the difference between the average pay of all men compared to the average pay of all women in an organisation. Equal pay is the requirement to ensure that men and women working in the same roles, or roles of equal value, are paid equally.

Equal pay doesn't always mean the same pay; there are many factors why colleagues in the same roles may be paid differently. For example, due to diverse levels of expertise or location. However, we are committed to paying people fairly and our pay structure is designed to be fair and consistent regardless of gender.

The data

The data uses the snapshot date of the 5th April 2025 and includes 626 men and 190 women. This is an increase of 3.18% in women employed year on year.

Generating the report

The gender pay gap is the difference in average pay between men and women in a company or organisation.

Since 2017, employer with 250 or more employees must publish a report showing the difference in pay between their male and female colleagues

Gender pay gap calculations are based on payroll data taken on a set date each year. This date is called the 'snapshot date' which is the 5th of April.

It is calculated using two measures: the median (the middle value) and the mean (the average). It also reviews the differences between pay and bonus payments.

Our Pay Gap Results

The Gender Pay Gap is calculated using two figures, the mean and the median value.

- The mean hourly rate for males is £25.48, and the mean hourly rate for females is £26.86.
- The median hourly rate for males is £17.24, and the median hourly rates for females is £18.50.

The Bonus gap is calculated by finding the difference between these averages and expressing it as a percentage of the average male bonus pay.

- 70.29% of males and 67.89% of women received a bonus.
- The mean bonus paid to males is £1,017 and the mean bonus paid to females is £1,086. Therefore, the bonus gap is -6.80%

Pay Quartiles are used to see how genders are distributed across the pay scale.

- Quartiles are our pay rates split into 4 equal quarters from the lowest to the highest.



A negative percentage shows that men have lower pay or bonuses than women in your organisation.

Mean average gender pay gap	Median average gender pay gap	Mean gender bonus gap	Median average gender bonus gap
-5.42%	-7.31%	-6.80%	0.00%

The below percentages show the number of men and women employed in each quartile.

Quartile	Men	Women
Upper hourly pay quarter	73.91%	26.09%
Upper middle hourly pay quarter	73.51%	26.49%
Lower middle hourly pay quarter	79.46%	20.54%
Lower hourly pay quarter	82.16%	17.84%

Our Commitments

Building an inclusive future

While our pay structure is fully gender-neutral, we remain committed to strengthening inclusion across the business through continued focus on:

- ✓ Bias-Free Hiring Practices
- ✓ Career Mapping & Leadership Support
- ✓ Training & Development
- ✓ Family-Friendly Policies
- ✓ Apprenticeships & Growth

Arthur van Bentham
Chief Executive Officer



Sophie Winspear
Chief People Officer

