



My Food Bag Gender Diversity & Pay Gap

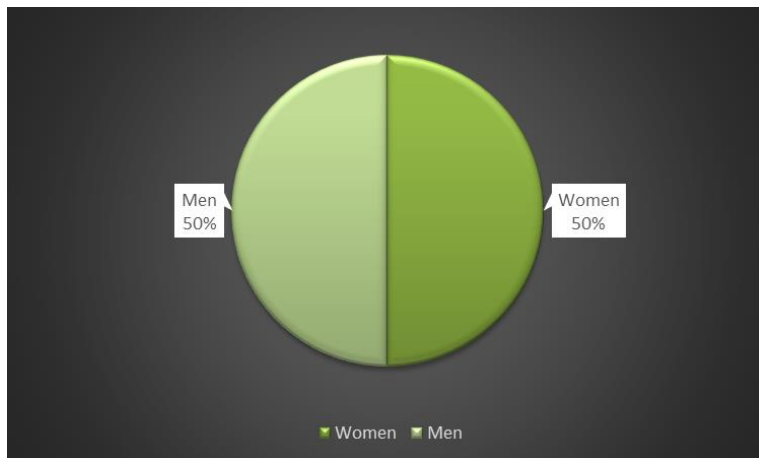
May 2023

My Food Bag is proudly a kiwi owned and operated company. We recognise that having a more diverse workforce and one that feels inclusive will result in higher creativity, greater engagement, stronger connection with our customers, and in turn better business performance.

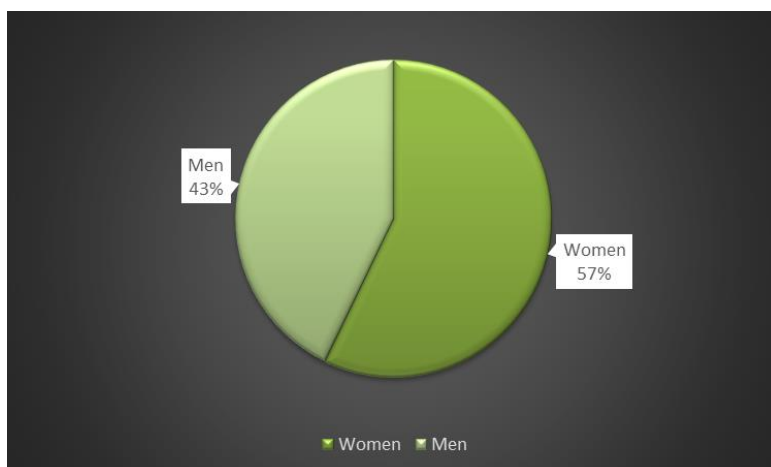
It is our intention to strive for a 40/40/20 gender balance across our business, meaning 40% women, 40% men and 20% open.

In 2023 we are pleased to be able to report for the first time our gender diversity position. As at 31st March 2023, this is how we tracked:

Board



Senior Leadership Team



We are also pleased to join the growing number of companies committed to publicly reporting their gender pay gaps on the Mind the Gap registry.

As at 31st March 2023, our average pay gap was 14.93% and our median pay gap is 12.77%. All permanent My Food Bag employees – part-time and full-time– are included in the calculation and the salaries of those who are not full-time employees are converted to a full-time equivalent.

To advance diversity and inclusion across My Food Bag we intend to:

- Continue focusing on pay equity through our annual remuneration review and recruitment processes
- Measure and publicly report our gender pay gap annually
- Create a diversity & inclusion committee to enable targeted activity to increase belonging and equity
- Incorporate diversity into our Leadership programmes
- Continue to offer flexible working arrangements as well as a parental leave policy that supports new parents.

