

Our gender pay summary

Our median
(the middle) pay gap is

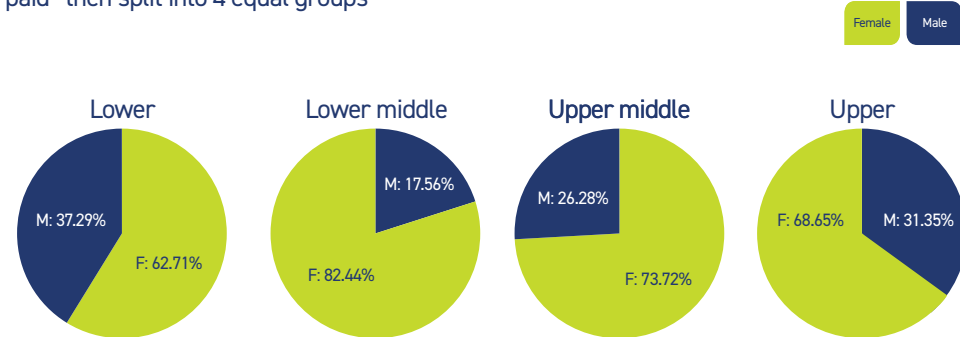
0.52%

Our mean (the average)
hourly pay gap is

13.01%

Pay quartiles - the % split of female and male team members in each quartile

Each quartile is calculated by lining up all our team members from lowest to highest paid* then split into 4 equal groups



*From the Annual Survey of Hours and Earnings, Office for National Statistics (ONS)



Bonus

11.32% of men received a bonus in 2022



6.77% of women received a bonus in 2022

Female team member average pay

Our median bonus gap (the middle)

36.79%

Our mean bonus gap (the average)

65.6%

Our Commitment

- This year we will continue our focus on becoming a more inclusive employer.
- We are committed to being an Employer of Choice in our local communities, putting our values at the heart of everything we do and supporting our colleagues on our Journey to Growth plan.

Gender pay summary

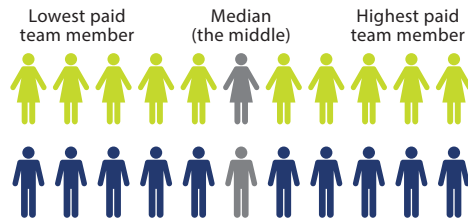
What is the gender pay gap?

The gender pay gap shows the difference in the average hourly rate of pay between men and women in the company. A gap can exist because different jobs pay different rates of pay and the number of women and men in those jobs varies. A gap is not unlawful.

Please note that gender pay is different to equal pay – which is where women and men are paid differently for doing the same or similar job.

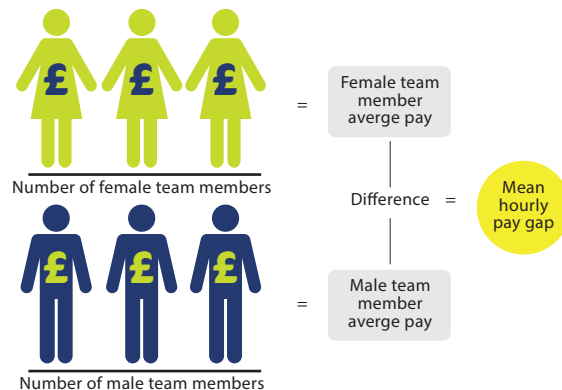
Median (the middle)

If we lined up all our female colleagues from lowest to highest paid and did the same with our male colleagues, the Median gender pay gap is the difference in hourly pay between the female and male in the middle of their lines. Our results confirm we have a 0.52% median gender pay gap which is an improvement from last years result of 1.32% median gender pay gap.



Mean (the average)

If we add up all the hourly rates of pay for our female colleagues and divide that by the number of female colleagues we have in the company that gives us the average hourly rate of pay for a female colleague. If we then do the same for our male colleagues, the difference between the female and the male average rate of pay is the mean gender pay. Our mean results are 13.01% which is an improvement on last years result of 16.79%.



Understanding our gap

We have a headcount of 1,896 across Retail, Burnley Hub & Warehouse. Retail this has our largest population at 1,707. Roles are predominately store based and are made up of 77% female and 23% male. 77% of female colleagues work part time which affects our gender pay gap result as part time roles are more apparent in our lower grade roles.

Actions taken last year with our commitment to be a more inclusive employer:

- Re-branded our careers website, utilising different job boards to attract a wider and more diverse talent pool
- Working in partnership with multiple National training providers to continue our Management Training Academy.

This year our work will continue to be a more inclusive employer:

- Continue to grow our on line training platform for all training and development
- Hybrid working at Burnley Hub
- Health & Wellbeing support for all colleagues
- Menopause training and Menopause Café implemented

We are committed to being an Employer of Choice in our local communities, putting our values at the heart of everything we do and supporting our colleagues on our Journey to Growth plan.