

Gender Pay Report 2022



We are committed to taking long-term, sustainable action to create an inclusive environment for all. A home for our colleagues to develop meaningful careers, regardless of gender.

The existence of our gender pay gap, which is a different measure to equal pay, reflects the fact that 77% of our colleagues are women in hourly-paid store roles. Whilst our gender balance in our Executive Board is 50/50, our opportunity and focus is to achieve gender balance across all levels of the organisation.

We can confirm that the information contained below is accurate.

Nick Wilkinson
Chief Executive Officer

Amanda Cox
Stores and People Director

Pay Gap

Our median gender pay gap

4.0%

Our mean gender pay gap

19.8%

Bonus

Median gender bonus gap 0.0%

Mean gender bonus gap 6.7%

% of Males receiving bonus 49.3%

% of Females receiving bonus 69.7%

Pay Quartiles

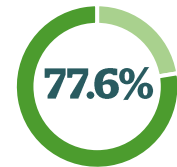
% of females in each pay quartile in the organisation.



Top Quartile



Upper Middle



Lower Middle



Lower Quartile

