



BOOTH'S
FOOD, WINE AND GROCERY

GENDER PAY GAP REPORT 2017

GENDER PAY GAP REPORT 2017

Our founder Edwin Henry Booth had one simple aim, to sell the best food and drink available, in attractive stores, staffed with first class assistants. Since 1847 we have worked closely with local suppliers from the Northern counties we call home: Lancashire, Cheshire, Cumbria and Yorkshire - Booth's Country. We put our customers at the heart of what we do and we are committed to creating a diverse workforce that represents the communities in which we work and serve.

We are proud that a significant number of our colleagues commenced their first step into Retail at Booth's and have both stayed and developed their careers with us. We want Booth's to be a business that provides opportunities for all colleagues to fulfil their potential. Whilst the data contained in this report is important to understand, it is the actions we take as a result which will help us become an even more inclusive place to work that are really important.

WHAT IS THE GENDER PAY GAP?

Under UK legislation that came into place in April 2017, businesses with more than 250 employees are required to publish data about their gender pay gap by April 2018. This includes the details of their Gender pay and bonus gap, the percentage of men and women receiving a bonus and the number of men and women in each pay quartile of their workforce.

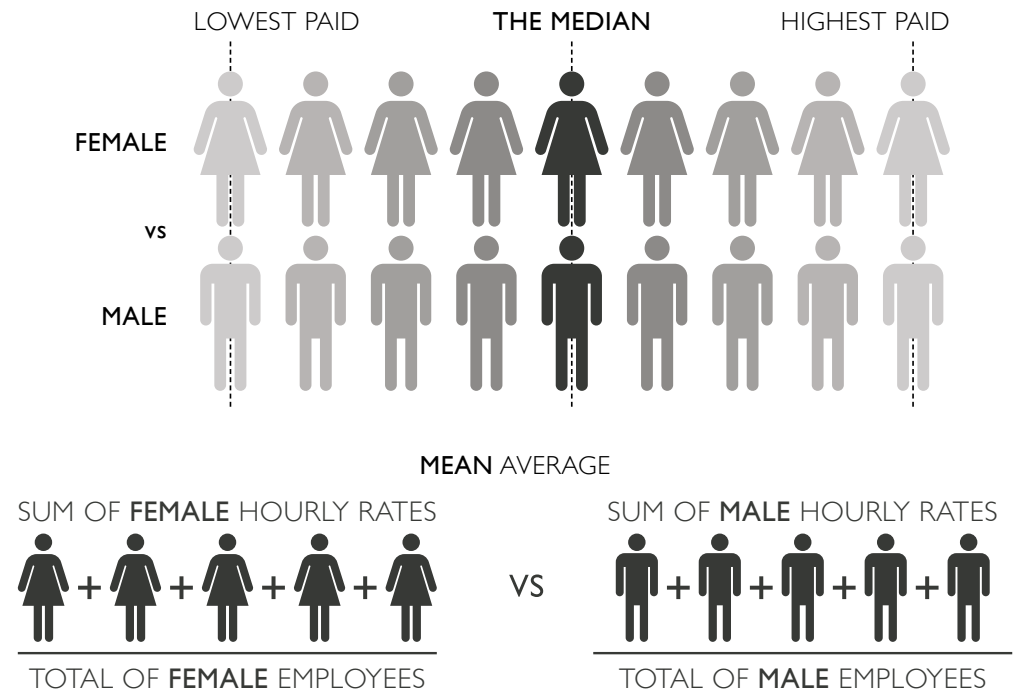
The Gender Pay gap is a measure of the difference in the average pay of men and women - irrespective of their role or level - across the entire business expressed as a percentage. It is distinct from 'equal pay' which refers to men and women being paid the same for carrying out the same jobs, similar jobs, or work of equal value.

HOW IS THE GENDER PAY GAP CALCULATED?

To calculate our gender pay gap we have taken the data from over *2100 colleagues for the 12 months to April 2017. We have then calculated the median and mean gender pay gap and bonus pay gap.

*Full pay relevant colleagues only

MEDIAN AND MEAN PAY EXPLAINED



	BOOTH'S	RETAIL SECTOR*	UK*
MEDIAN PAY	8.0%	9.3%	18.4%
MEAN PAY	10.0%	16.4%	17.4%

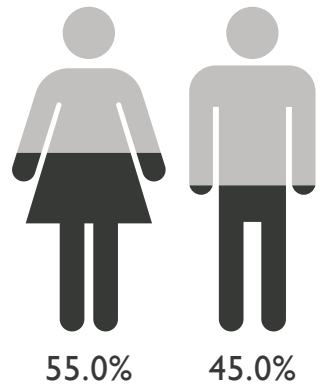
*Based on estimates from the National Office of Statistics Annual survey of hours and earnings 2017

MEDIAN AND MEAN GENDER PAY GAPS

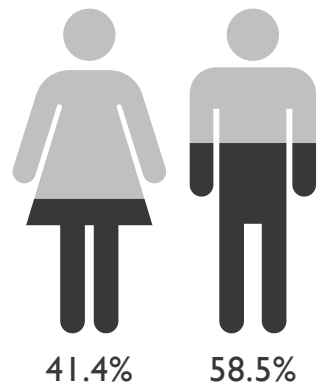
Our median and mean gender pay gaps are both lower than the UK median and mean pay gaps of 18.4% and 17.4%. However, there remains a differential which is strongly influenced by:

- The number of long serving male colleagues in senior roles
- A higher proportion of females in entry level roles where flexible working is more prevalent
- More females working flexibly across the business.

HOURLY RATE ROLES

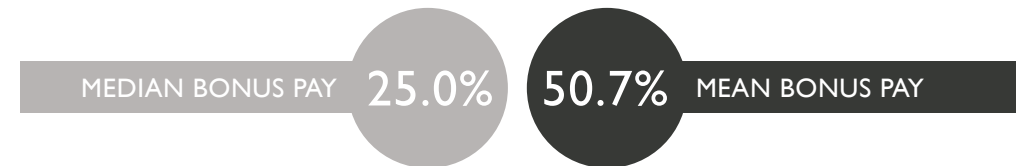


SALARY RATE ROLES

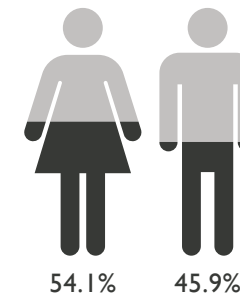


THE GENDER BONUS GAP

At Booths we work together to be the best we can be and when we achieve great results we share this success. Whilst we did not meet our criteria for all colleagues to receive a performance related bonus in the year of reporting, we did award a Christmas bonus to all eligible colleagues. The bonus is paid based on hours worked and therefore although more females were paid a bonus than men, the bonus gap is a reflection of the higher proportion of women in part time roles and less senior positions. The full value of the Christmas bonus was equitable across all roles and varied only due to hours worked.

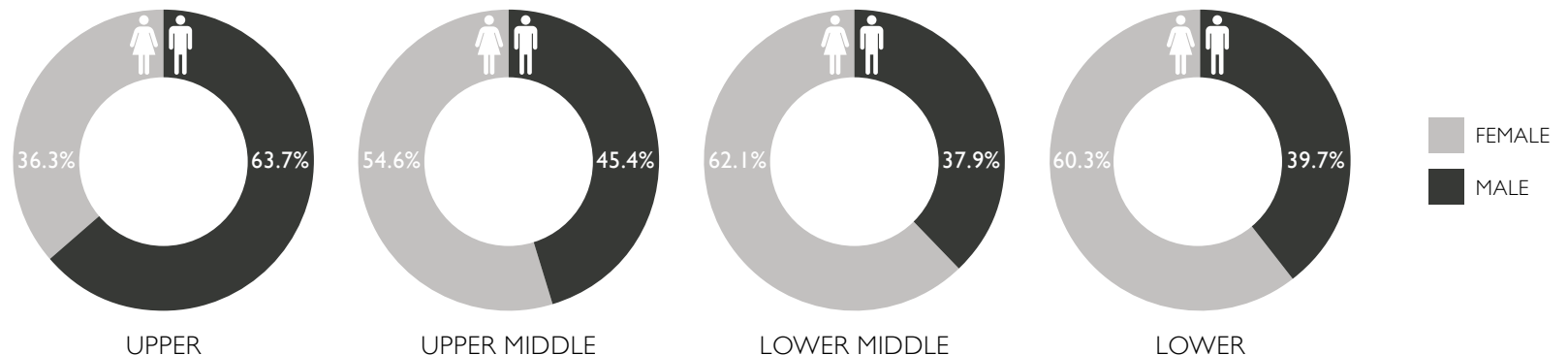


PROPORTION OF FEMALES AND MALES RECEIVING A BONUS PAYMENT



PAY QUANTILES

This is the proportion of male and female colleagues according to quartile pay bands. The data below confirms that a significant reason for our gender pay gap is the higher proportion of men in more senior roles within the organisation much of which is driven by long service lengths.



OUR COMMITMENTS

We remain committed to creating a diverse workforce that represents the communities in which we work and serve. Our biggest opportunity lies in addressing the number of female employees in senior roles within the business and ensuring flexible working is accessible for our male colleagues as much as our female colleagues.

I. ATTRACTING AND SUPPORTING TALENT

We will continue to support all colleagues through providing opportunities to progress their career within Booth's. We are proud of the progress we have made in developing female talent in the business in recent years so far we have:

- Increased the number of female Store Managers in the business.
- Introduced a new Trainee Buyer programme in 2016 with our first 2 successful candidates both being female.
- Launched our first Talent Academy for colleagues aspiring to be Managers of the future of which 50% are female colleagues. This academy includes completion of a Level 3 Apprenticeship to further support the colleagues on this programme to achieve their career aspirations.
- 3 out of our 7 executive heads are now female.

Additionally we are providing more training for our supervisor population across the business to support them to be the best they can be.

2. SUPPORTING ALL COLLEAGUES WITH THE OPPORTUNITY TO WORK FLEXIBLY

We aim to attract and retain great talent across our business and although we currently have a flexible working policy, we acknowledge that more can be done to ensure that all colleagues are aware of how we can support them with their requests and this applies to both female and male employees.

We are confident that we can build on the solid foundations in place currently to become an even more inclusive place to work.

I confirm that the data contained within this report is accurate.

Edwin Booth
EXECUTIVE CHAIRMAN / CEO

BOOTH'S

Booth's Central Office,
Longridge Road, Ribblesdale, Preston PR2 5BX
Telephone 01772 693800
booths.co.uk