



BOOTH'S
THE GOOD GROCERS

GENDER PAY GAP REPORT 2019

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At Booth's we are committed to creating a diverse workforce that represents the communities we work in and the customers we serve. We want all our colleagues to feel a sense of belonging, no matter what their difference, which has meant that diversity, inclusion and belonging has become an essential part of our business plan.

We have continued to focus on improving our gender balance over the last 12 months and whilst we are pleased with the progress we have made, we know we can always do more.

WHAT IS THE GENDER PAY GAP?

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

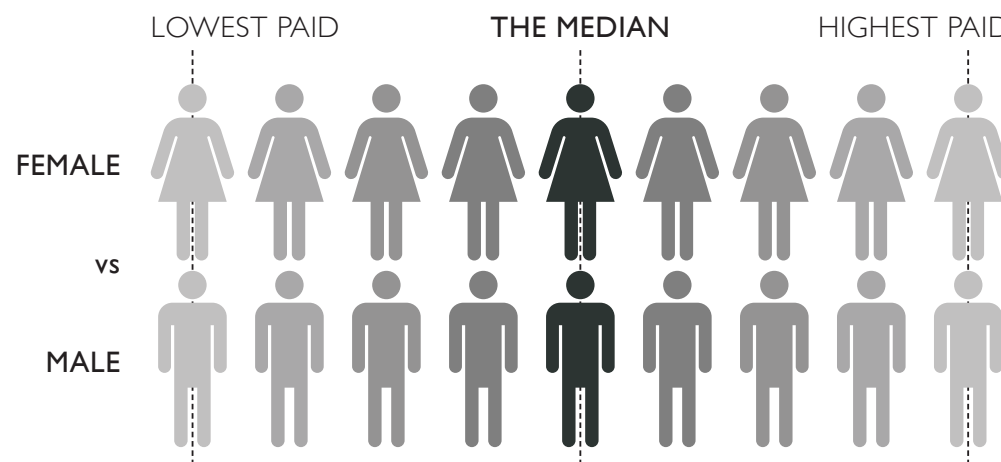
The Gender Pay Gap is a measure of the difference in the average pay of women and men -irrespective of their role or level – across the entire business expressed as a percentage. It is distinct from 'equal pay' which refers to women and men being paid the same for carrying out the same jobs, similar 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 2158 colleagues for the 12 months to April 2019.

We have then calculated the median and mean gender pay gap and bonus pay gap and have calculated this based on the most recent government guidance.

MEDIAN AND MEAN PAY EXPLAINED



MEAN AVERAGE



OUR RESULTS

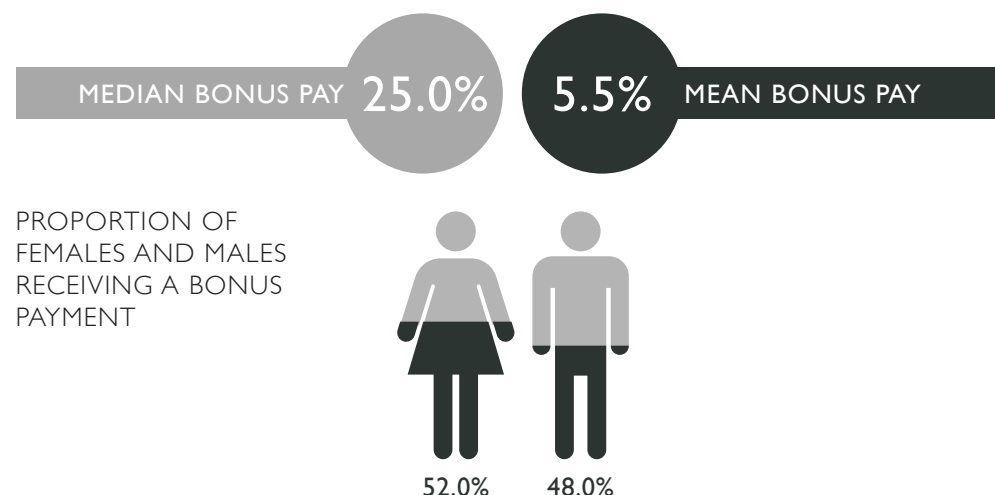
Our results show some progress, with our median figure reducing from 8% in 2017 to 1.8% in 2019. We continue to be lower than the UK median and mean pay gaps.

	BOOTH'S	UK*
MEDIAN PAY GAP	1.8%	17.4%
MEAN PAY GAP	11.0%	16.2%

*Based on estimates from the National Office of Statistics Annual survey of hours and earnings 2019

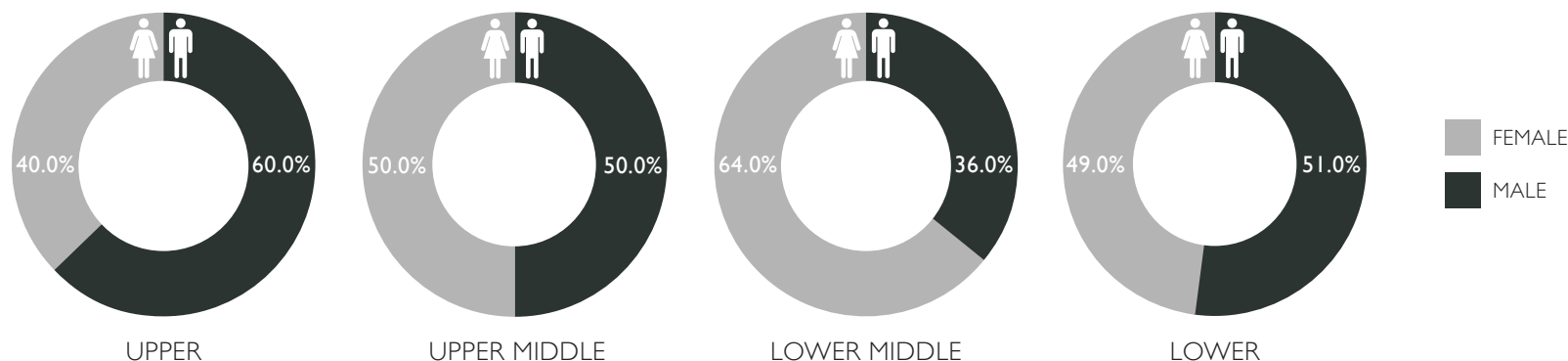
THE GENDER BONUS GAP

At Booth's we work together to be the best we can be and when we achieve great results we share this success. In 2019 we awarded 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.



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.



UNDERSTANDING OUR RESULTS

We are committed to creating a diverse workforce that represents the communities we work within and who believe in our dream to be loved by our customers for inspiring and nourishing their desire for excellent food and drink. We are pleased that we continue to make improvements and are very proud of the female talent that we have seen progress through the business as a result. Our pay gap continues to be predominately influenced by the same factors that we outlined within our first report in 2017, notably;

- A higher proportion of females in entry level roles
- A higher proportion of females working more flexibly across the business
- The number of long serving male colleagues in senior roles

OUR COMMITMENTS

Creating a culture where we can encourage every colleague to 'be the difference' and celebrate those differences underpins our purpose at Booths. We believe we can continue to build on the progress made to become an even more inclusive place to work through:-

1. ATTRACTING, DEVELOPING AND SUPPORTING TALENT

We want to continue to support all colleagues; providing them with opportunities to progress their career with Booths. We are proud of the progress we have made with developing female talent in the business in recent years and we will continue to do this through the focussed talent management initiatives we have designed.

2. 'I AM THE DIFFERENCE' CAMPAIGN

We are launching a campaign this year which will celebrate the differences within our workforce and their positive contribution to the business.

3. EMPLOYEE ENGAGEMENT SURVEY

Diversity, inclusion and belonging is now a focus of our Employee Engagement Survey to ensure we hear directly from our colleagues regarding their experiences working within our business.

4. INCLUSIVE LEADERSHIP

We will be investing in upskilling our business leaders through 'Leading an inclusive team', a workshop to help increase awareness of inclusive leadership and how they can personally and positively influence diversity and inclusion in their roles.

5. CULTURE CLUB

We have recently introduced this club which has been developed to enable colleagues from across the business to safely and informally meet and discuss a range of topics. This club has grown organically as more colleagues, with a diverse range of differences, want to come along to join in conversations. This is helping us to improve awareness, collaboration and help us to shape what we can do to improve diversity, inclusion and belonging within the business.

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

Nigel Murray

CHIEF OPERATING OFFICER

BOOTHS

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