



**BOOTH'S**  
THE GOOD GROCERS

# GENDER PAY GAP REPORT 2020

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

Amongst other objectives, we have focussed on improving our gender balance over the last 12 months and whilst there is some improvement, 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.

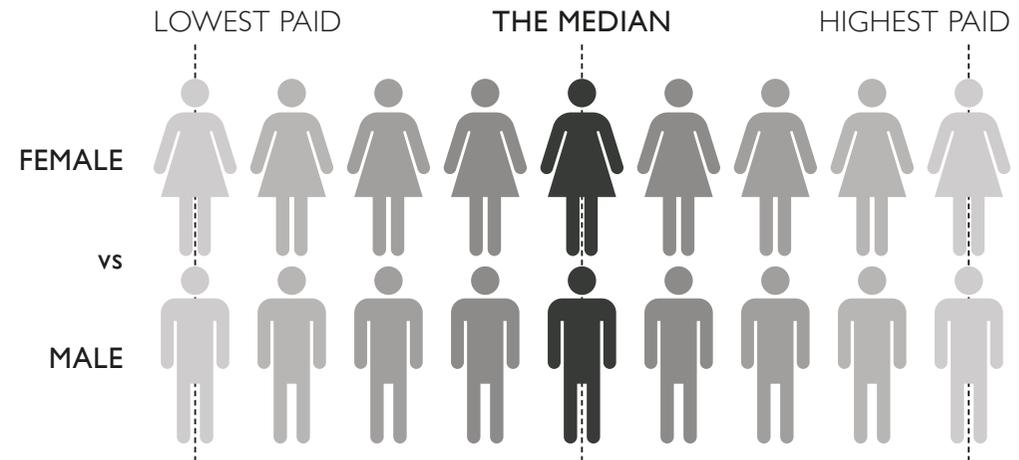
The Gender Pay Gap is a measure of the difference in the average pay of women and men – irrespective of their role or level – across the entire business expressed as a percentage. It is distinct from 'equal pay' which refers to women and men being paid the same for carrying out the same jobs, similar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

### HOW IS THE GENDER PAY GAP CALCULATED?

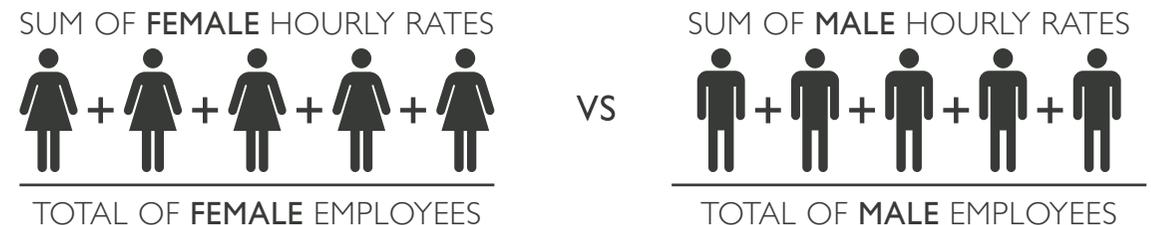
To calculate our gender pay gap we have taken the data from 1,737 colleagues for the 12 months to April 2020.

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



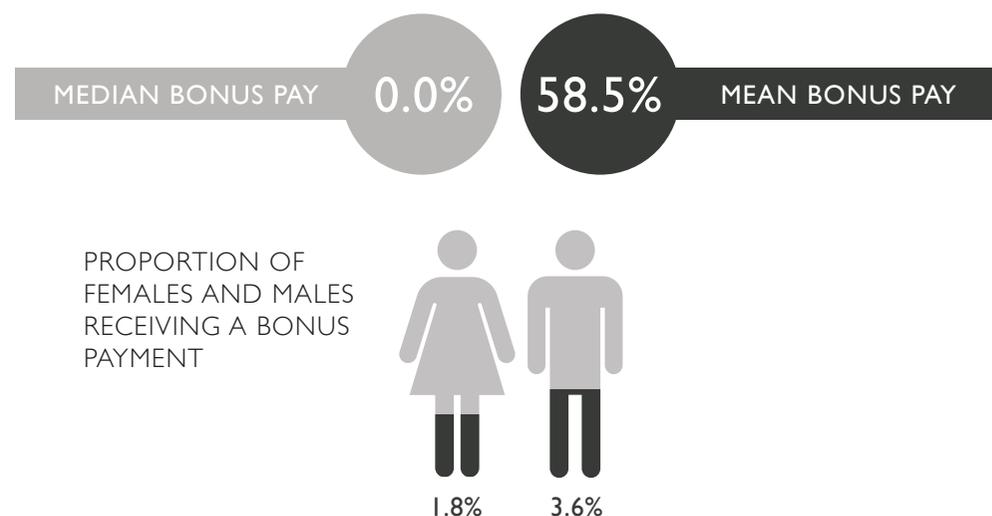
## OUR RESULTS

Our results show some significant progress, with our median figure reducing from 8% in 2017 to 1.8% in 2019 and equalling to 0% in 2020. Our mean pay gap has remained the same to that of 2019 but has improved since 2018 where our gap was 14%.

	2019	2020
MEDIAN GENDER PAY GAP	1.8%	0%
MEAN GENDER PAY GAP	11%	11%

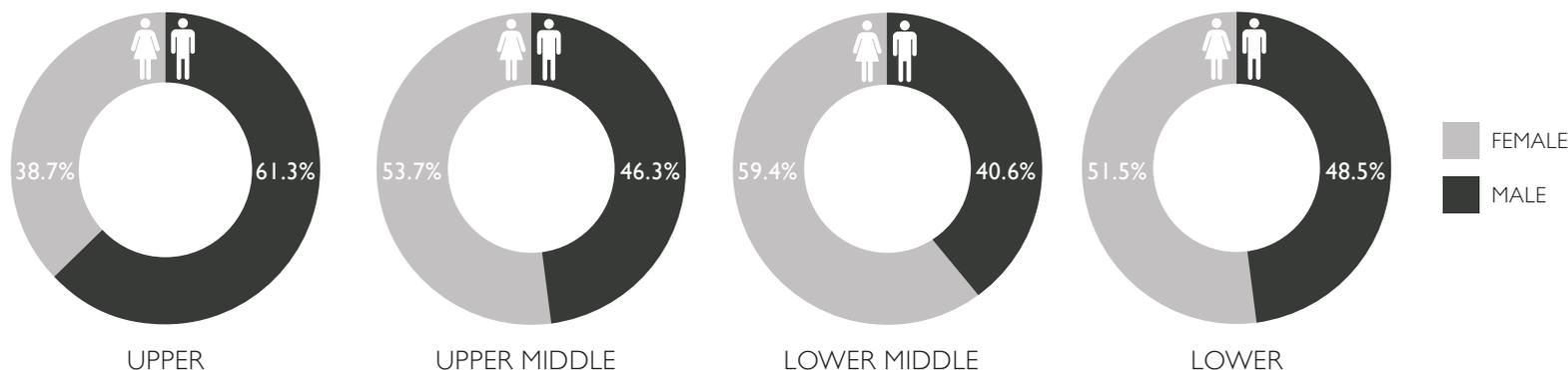
## THE GENDER BONUS GAP

As with the rate of pay above, the mean bonus pay is influenced by there being more males in senior roles however, progress has been made with the median result which is at 0% compared to 5.5% in 2019. It is worthy to note that the bonus gap can change annually based on the levels paid out.



## PAY QUARTILES

This is the proportion of male and female colleagues according to quartile pay bands. The data 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. However, we have seen positive progress with the representation of women in the upper middle quartile increasing from 52% in 2018 to 53.7% in 2020.



## UNDERSTANDING OUR RESULTS

We have remained committed to creating a diverse workforce that represents the communities in which we work and delivering our dream 'To be loved by our customers for inspiring and nourishing their desire for excellent food and drink'. We are pleased that we have made further improvements and are proud of the female talent that we have seen progress through the business as a result. However, our pay gap continues to be influenced by the same factors that we outlined within our first report in 2017, notably;

- The number of long serving male colleagues in senior roles.
- A higher proportion of females working more flexibly across the business, which, although impacts the data in this report, it is also positive as it supports females to make roles work more effectively for them.

## OUR COMMITMENTS

Creating a culture where we can encourage all of our colleagues to 'be the difference' and celebrate these differences underpins our purpose at Booth's. Diversity, inclusion and belonging, is a key focus of our Employee Engagement Survey to ensure we hear directly from our colleagues regarding their experiences. We will build on the progress made so far, to become an even more inclusive place to work through;

### I. ATTRACTING AND SUPPORTING TALENT

We will continue to support all colleagues' by providing opportunities to progress their career within Booth's. We are proud of the progress we have made with developing female talent in the business in recent years. 3 of our 5 Executive level roles are held by females, two of whom work flexibly, and 8 out of 27 Store Managers are female.

We continue to support career progression through focussed talent management initiatives;

- Our 'Future Manager Programme' for Supervisors who aspire to develop into Management roles across the business, consists of a group of which 53% are female.
- Our 'Future Leader Programme' for Managers aspiring to be Leaders of the future, consists of a group of colleagues in which 58% are female.

## 2. INCLUSIVE LEADERSHIP

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

### 3. BE YOUR BEST SELF AT BOOTH'S

We continue to develop our Culture Club, which is an initiative to enable colleagues from across the business to meet and discuss a range of topics. This club has started in a small way and has grown organically as more colleagues, with a diverse range of differences, want to come along to join the conversations. This is helping us to improve awareness, collaboration and help us shape what we can do to improve diversity, inclusion and belonging within the business.

To mark 'International Women's day' we shared our first ever podcast, of this nature, and interviewed women in roles across the business, sharing their unique stories and celebrating their amazing achievements both personally and professionally. The momentum built by this small, but significant group, is contributing to helping us understand how we can make everyone feel like they belong at Booth's and be their best self.

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

#### **Nigel Murray**

Chief Operating Officer

# BOOTH'S

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