



**BOOTH'S**  
THE GOOD GROCERS

# GENDER PAY GAP REPORT 2021

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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 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 are identifying areas where we can 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.

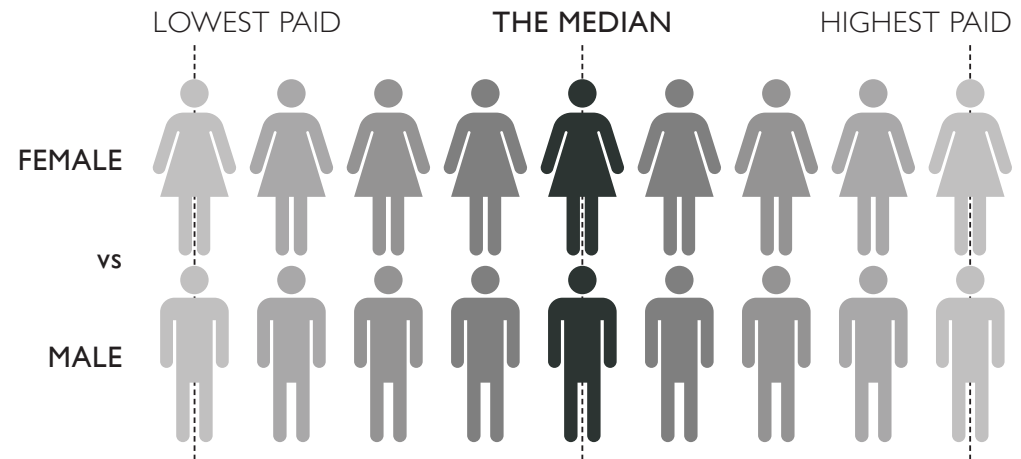
The Gender Pay Gap is a measure of the difference in the average pay of women and men – irrespective of their role or level – across the entire business expressed as a percentage. It is distinct from 'equal pay' which refers to women and men being paid the same for carrying out the same jobs, similar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

### HOW IS THE GENDER PAY GAP CALCULATED?

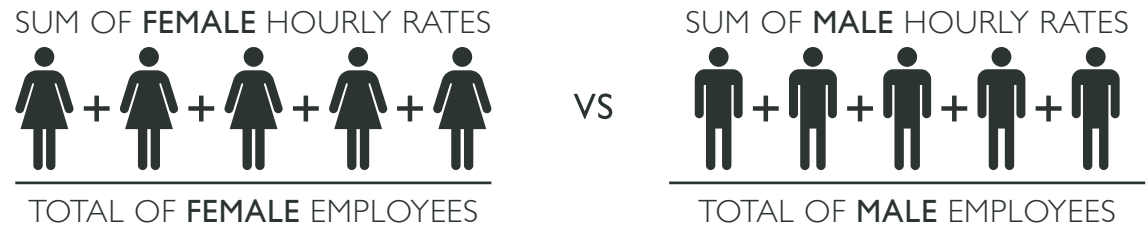
To calculate our gender pay gap we have taken the data from 1,848 colleagues for the 12 months to April 2021. This is an increase of 111 since 2020, with the proportion of females in the data rose by 1%

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



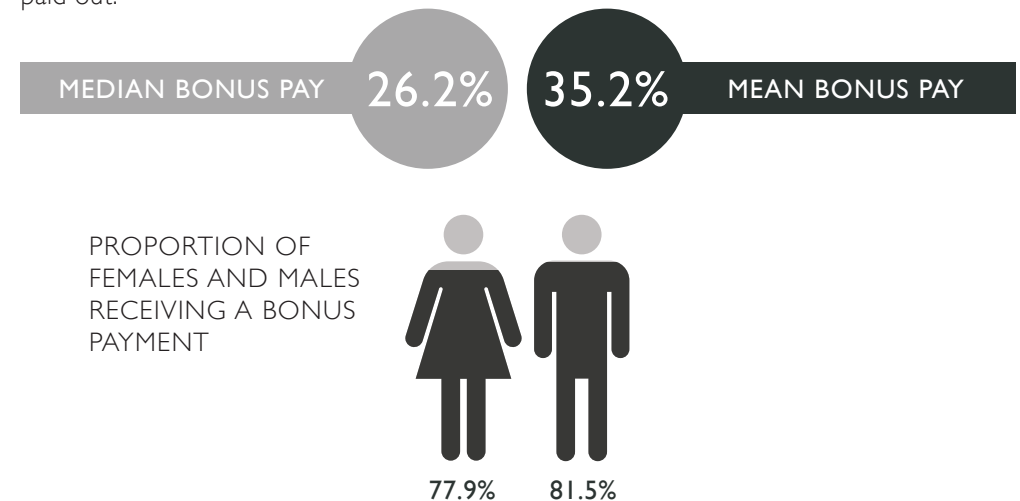
## OUR RESULTS

Our results show that our median figure has increased from 0% in 2020, to 4.8% in 2021. However, there remains a significant improvement to 2017, when it was 8%. Our mean pay gap has increased from 11% to 16.5% in 2021. The median and mean gender pay gap is in part due to the number of males in the upper quartile roles.

	2020	2021
MEDIAN GENDER PAY GAP	0%	4.8%
MEAN GENDER PAY GAP	11%	16.5%

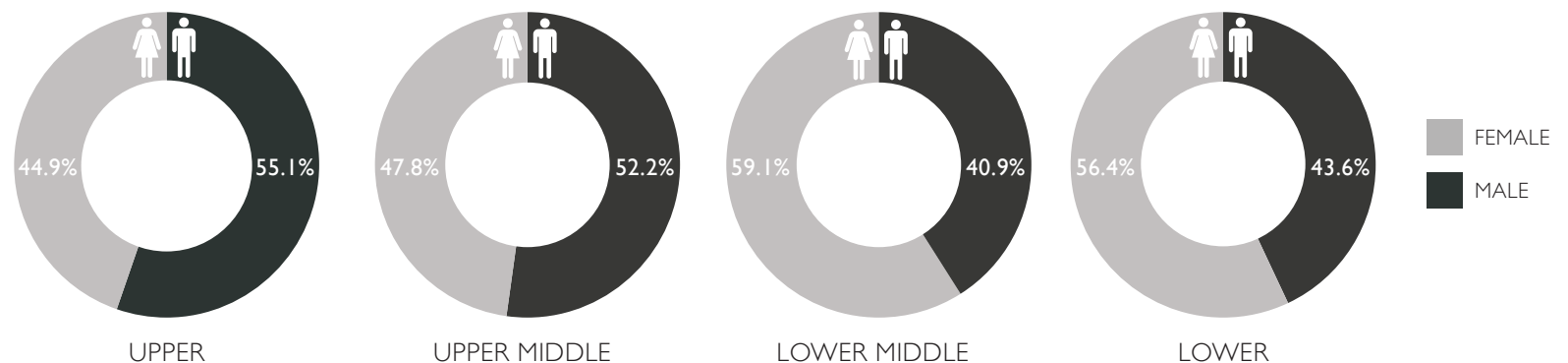
## THE GENDER BONUS GAP

As with the rate of pay, the bonus pay gap is influenced by there being a greater proportion of males in higher paid roles. Progress however, has been made with the mean result now at 35.2% compared to 58.5% in 2020. The number of colleagues, who received a bonus this year, is a relatively equal spread across males (81.5%) and females (77.9%). It is worthy noting 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 proportion of women in the upper quartile increasing from 38.7% in 2020, to 44.9% in 2021.



## 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 improvements in some areas 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 it impacts the data in this report, is also positive as it supports females to make roles work more effectively for them.
- A lower proportion of females in senior roles, albeit there are improving trends within

## 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 Booths. Diversity, inclusion and belonging, is a key focus of our Colleague Engagement Survey so we ensure we hear directly from our colleagues regarding their experiences.

### 1. ATTRACTING AND SUPPORTING TALENT

In 2022, we are rolling out several new initiatives that will help us support female talent in the business. We are supporting our female and male colleagues with an enhanced parental leave policy and are focusing on ensuring that those returning from maternity leave feel supported with the transition back to work.

We will continue to support all colleagues by providing opportunities to progress their career within Booths. 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, 8 out of 27 Store Managers are female and out of our Assistant store manager population, 58% are female; and for the first time we have 2 female Store Managers working part-time following their return from maternity leave.

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

- From our 'Future Manager Programme' for Team Leaders who aspire to develop into Management roles across the business, 69% of females completing the course, progressed into Management
- Our 'Future Leader Programme' for Managers aspiring to be Leaders of the future, consists of a group of colleagues in which 59% are female.
- We have recently commenced our Driver Academy Apprenticeships for 3 colleagues and are proud to have a female colleague on board with the programme

### 2. INCLUSIVE LEADERSHIP

We have commenced 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 BOOTHS

The Gender Pay Gap regulations require us to identify our colleagues as male and female. However, as an organisation, Booths actively supports our colleagues of all gender identities and we continue to work to foster a culture of inclusivity. We also focus on D&I, through the work we do within our 'Be Your Best Self at Booths' initiatives. Membership of our 'Culture Club' continues to increase and focuses on identifying our areas of improvement - this includes female specific initiatives such as transgender awareness, women in leadership and menopause support, through multiple mediums including podcasts, learning resources and videos. We have also launched our first 'Be Your Best Self at Booths' quarterly publication.

Finally, for the first time this year we have signed up to be a Major Partner of Grocery Aid, which will further support our growth as an inclusive company.

#### Nigel Murray

Chief Operating Officer

## BOOTHS

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