



BOOTH'S
THE GOOD GROCERS

GENDER PAY GAP REPORT 2022

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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 means that diversity, inclusion and belonging are an everyday part of life at Booth's.

Amongst other objectives, we have continued to focus on improving our gender equity over the last 12 months and whilst we are pleased to see improvements, we are identifying areas 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.

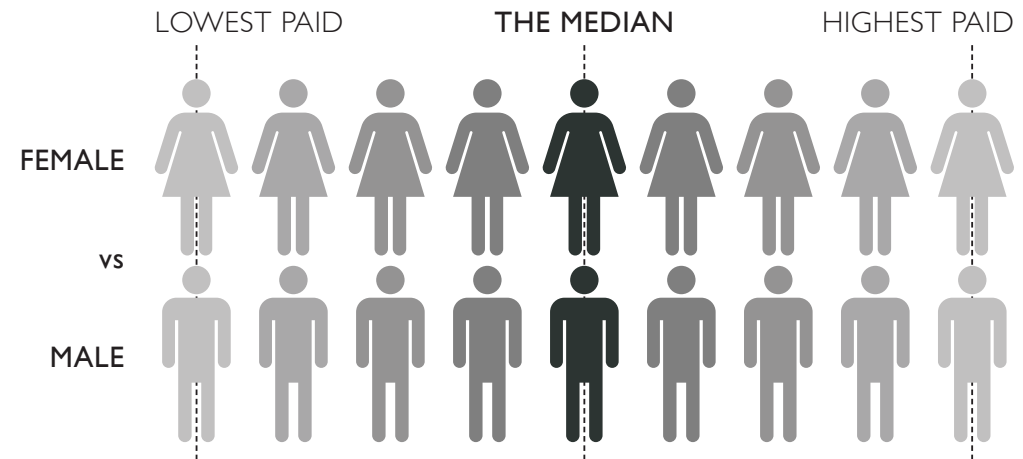
The Gender Pay Gap is a measure of the difference in the average pay of women and men – irrespective of their role or level – across the entire business expressed as a percentage. It is distinct from 'equal pay' which refers to women and men being paid the same for carrying out the same jobs, similar 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 1,789 colleagues for the 12 months to April 2022. This is 59 colleagues less than 2021, with the number of women in the company remaining relatively static at 50%.

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



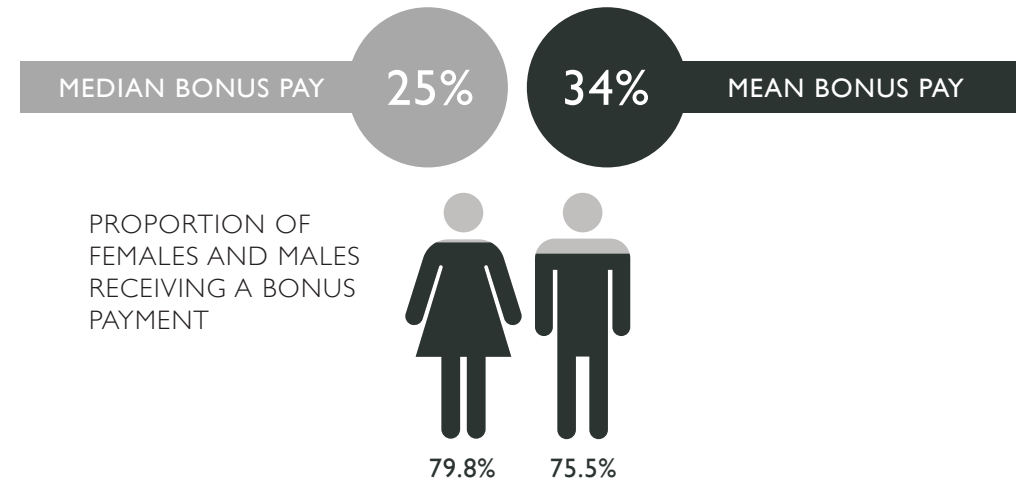
OUR RESULTS

Our results show that our median figure has improved from 4.8% in 2021, to 3.4% in 2022. This demonstrates further progress against our original report in 2017, when the gap was 8%. Our mean pay gap for 2022 is 12.7% this represents an improvement of 3.8% against the figure we reported for 2021. One driver of this is that more of our female colleagues have moved into the upper middle quartile pay grouping.

	2021	2022
MEDIAN GENDER PAY GAP	4.8%	3.4%
MEAN GENDER PAY GAP	16.5%	12.7%

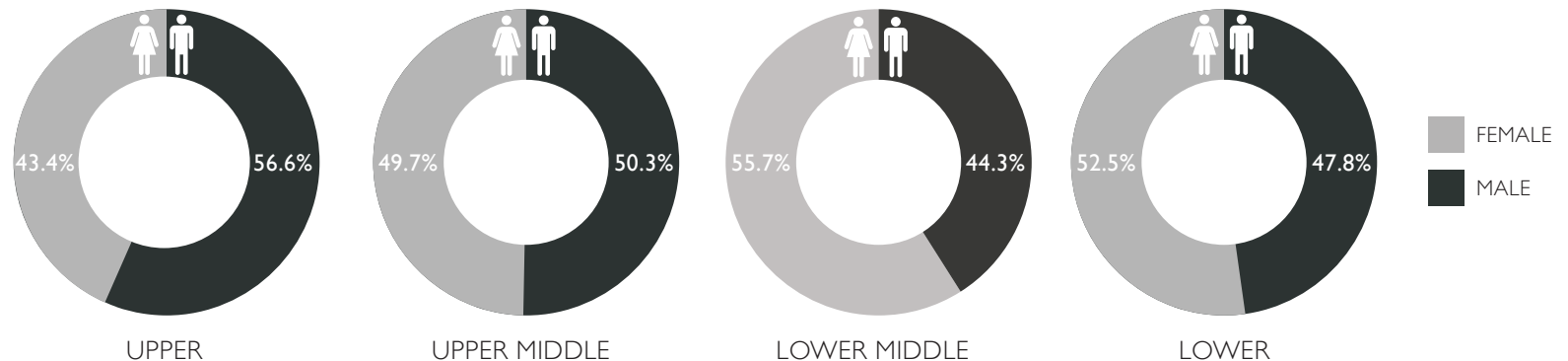
THE GENDER BONUS GAP

We have also seen a positive reduction in the difference in our mean bonus pay which for 2022 was 34% a small improvement from 35.2% in 2021. We would again cite the influence of more males in senior roles as continuing to drive this differential. The number of colleagues, who received a bonus this year, is a relatively equal spread with males (75.5%) and females (79.8%). It is worth noting that some of the differential in bonus pay is driven by the fact that we have more females than males in part time roles.



PAY QUANTILES

This is the proportion of male and female colleagues according to quartile pay bands. We have seen a marginal reduction in the number of women in the upper quartile against the figure we reported in 2021. We have however, seen an increase in females in the upper middle quartile with the difference in this quartile between males and females reduced to 0.6%.



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 level roles

OUR COMMITMENTS

Creating a culture where we can encourage all of our colleagues to 'be the difference' and celebrating these differences underpins our purpose at Booth's. 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

We are pleased to report that we have successfully delivered against all of the initiatives we included as part of our report in 2021. That included diversity and inclusion workshops for all line managers to ensure that any potential for gender bias is identified and improved. We also introduced an enhanced family leave policy, that helps support our colleagues through this period. We have also recently introduced Menopause guidance to help Managers better understand how they can support colleagues who are going through the Menopause and our colleagues are better informed about what support and resources are available to them.

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 already in our business - 2 of our 5 Executive level roles are held by females, who also work flexibly; 7 out of 27 Store Managers are female; and out of our Assistant store manager population, 59.3% are female which is an increase of 1.3% against 2021.

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

- We continue to have strong female representation on our 'Future Manager Programme' for Team Leaders who aspire to develop into Management roles across the business and 39% of the current cohort are female.
- Since launching the 'Future Manager Programme' in 2017, 28.9% of females that have completed the course have moved into management or more senior roles.

2. INCLUSIVE LEADERSHIP

We have taken over 100 of 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

The Gender Pay Gap regulations require us to identify our colleagues as male and female. However, as an organisation, Booth's actively supports 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 Booth's' initiatives. Our 'Culture Club' focuses on identifying our areas of improvement - this includes gender specific initiatives, through multiple mediums including podcasts, learning resources and videos.

Finally, we have again signed up to be a Major Partner of Grocery Aid, which will further support our growth as an inclusive company.

Nigel Murray
Managing Director

BOOTH'S

Booth's Central Office,
Longridge Road, Ribbleson, Preston PR2 5BX

Telephone 01772 693800

booths.co.uk