



**BOOTH'S**  
THE GOOD GROCERS

# GENDER PAY GAP REPORT 2023

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At Booths we are passionate about 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, which means that diversity, inclusion and belonging are an everyday part of life at Booths.

We are committed to being open and fair about how we pay our colleagues. This helps us compete for skills and talent, encourages and rewards colleagues for a job well done and reflects our Purpose and Character.

### WHAT IS THE GENDER PAY GAP?

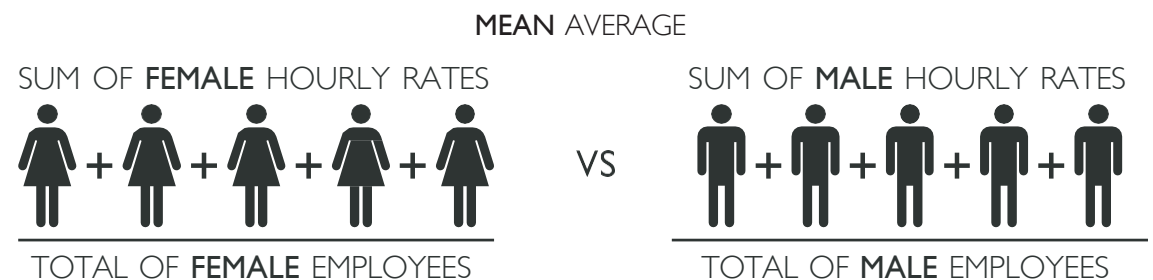
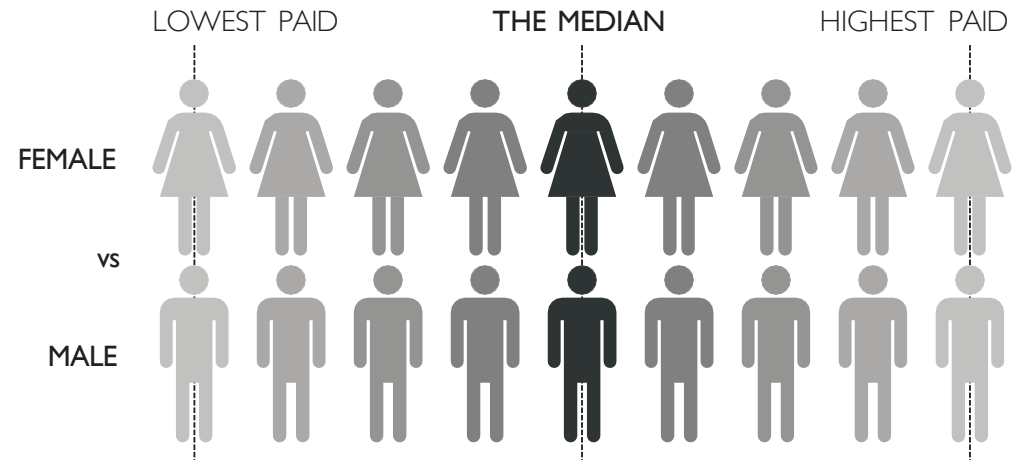
Since April 2017, businesses with more than 250 employees are required to publish data about their gender pay gap. The Gender Pay Gap is a measure of the difference in the average pay of women and men - irrespective of their role or level – across the entire business expressed as a percentage. It is 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?

The median pay gap is the difference between the middle male colleague and middle female colleague. To calculate the mean, pay gap we take the average pay of all our male colleagues and compare this to the average pay of all our female colleagues.

We have taken the data from 2,239 colleagues for the 12 months to April 2023. This is 450 colleagues more than 2022 and we believe that the difference has been driven by the government calculation used to identify pay relevant colleagues i.e. in the prior year sickness absence levels were greater as the country recovered from the impacts of Covid. The number of women in the company has increased marginally to just over 52%.

### MEDIAN AND MEAN PAY EXPLAINED



## OUR RESULTS

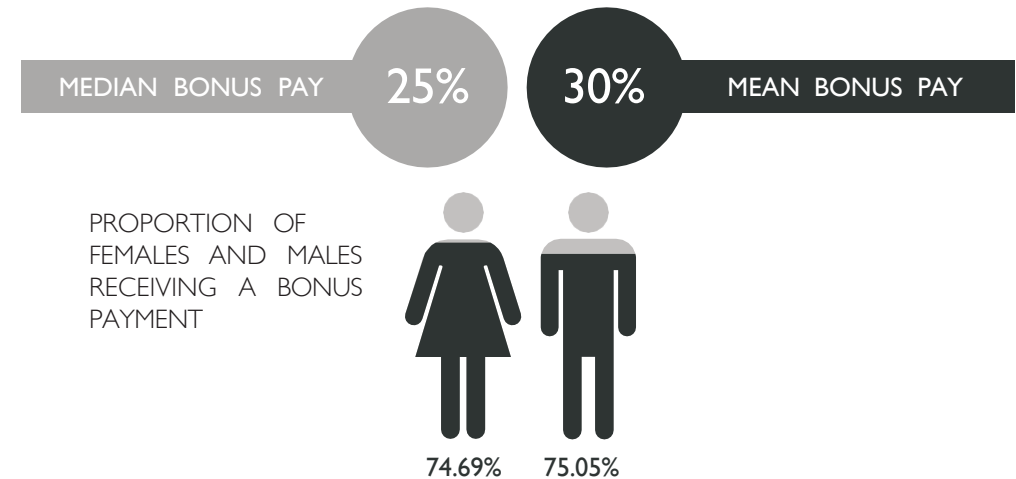
We are pleased to report that our median pay gap for 2023 was 0%. Our mean pay gap also reduced to 11%, a reduction of just under 1.7% against 2022. The focus of our most recent pay reviews has been on increasing pay for our frontline colleagues across our stores and sites. The basic rate for colleagues in these roles increased by an average of 9.6% in 2023. This investment, coupled with lower increases for management and Central Office colleagues, is the main reason for the reduction in our median pay gap.

	2022	2023
MEDIAN GENDER PAY GAP	3.4%	0.0%
MEAN GENDER PAY GAP	12.7%	11.02%

## THE GENDER BONUS GAP

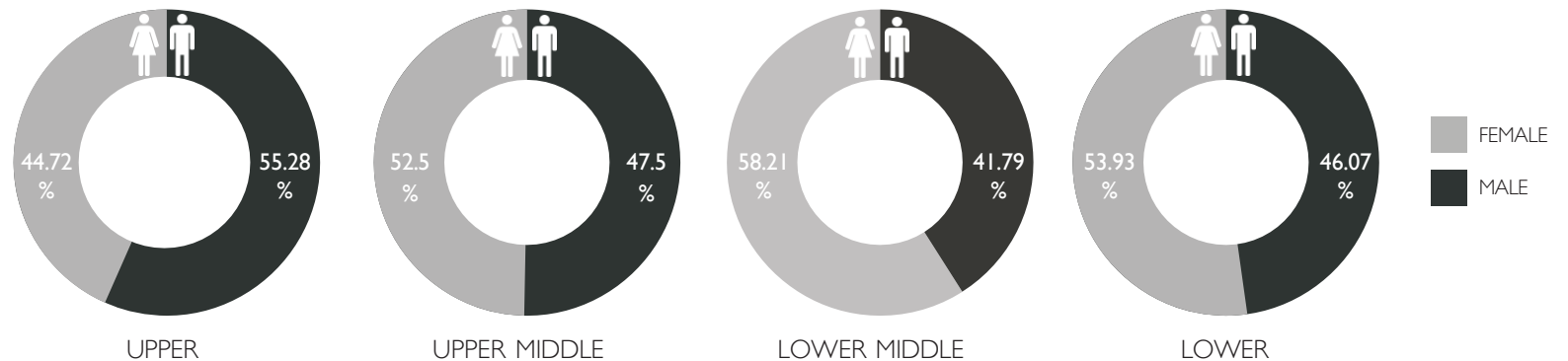
The bonus pay gap is calculated using all colleagues that received a bonus and does not consider where a bonus may have been pro-rated for a colleague that works part time hours.

Whilst our median bonus pay remained static at 25%, we have seen a further positive reduction in our mean bonus pay which at 30% in 2023, is 4% lower than our reported figure in 2022. The number of colleagues, who received a bonus this year, is a relatively equal spread with males (75.05%) and females (74.69%). 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 QUARTILES

This is the proportion of male and female colleagues according to quartile pay bands. We have seen an increase in the number of women in both the upper and upper middle quartiles against the figures we reported in 2022.



# BOOTHS

## UNDERSTANDING OUR RESULTS

We remain 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 have continued to make improvements in this area most notably as our median pay gap has reduced to 0% and the fact that female representation in the Upper and Upper Middle quartiles has increased by 1.3% and 2.8% respectively on our reported figures for 2022. We are proud of the female talent that we have seen progress through the business: 4 of our 7 Executive level roles are held by females, 2 of whom also work flexibly; and 8 of our 27 Store Managers are female.

However, we recognise that there is still work to do. Our pay gap continues to be influenced by some of the same factors as those from 2017 namely;

- 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 albeit that is improving.

## OUR FOCUS

Creating a culture where we can encourage all of our colleagues to 'be the best' and celebrating 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.

## D&I MATURITY MODEL

We have recently completed a comprehensive D&I data survey designed and administered by Grocery Aid to support grocery businesses to understand where they are on their D&I journey. This will help our business identify areas for development to further support us in ensuring we focus on activities and initiatives that will help us to achieve a truly diverse workforce.

## GROCERY AID HEADLINE PARTNER

In addition to the above we have increased our commitment to the charitable work of Grocery Aid by joining them this year as a headline partner and have a female lead on their 'Strategy Steering Group' which is helping to shape the agenda for 2024.

## ATTRACTING AND SUPPORTING TALENT

We continue to support career progression through focused 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, 55% of the current cohort are female.

## DIVERSITY & INCLUSION – E-LEARNING

This year we will be launching interactive E-learning that will support line managers understanding of the importance of diversity and inclusion topics, but also their personal role in ensuring Booths is an inclusive place to work.

## 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.

### **Nigel Murray**

Managing Director

# BOOTHS

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