

BOOTH'S
THE GOOD GROCERS

GENDER PAY GAP REPORT 2024

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At Booth's 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 Booth's.

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

WHAT IS THE GENDER PAY GAP?

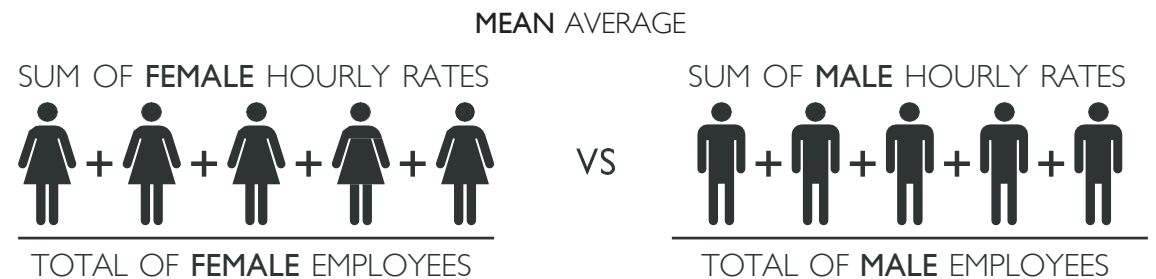
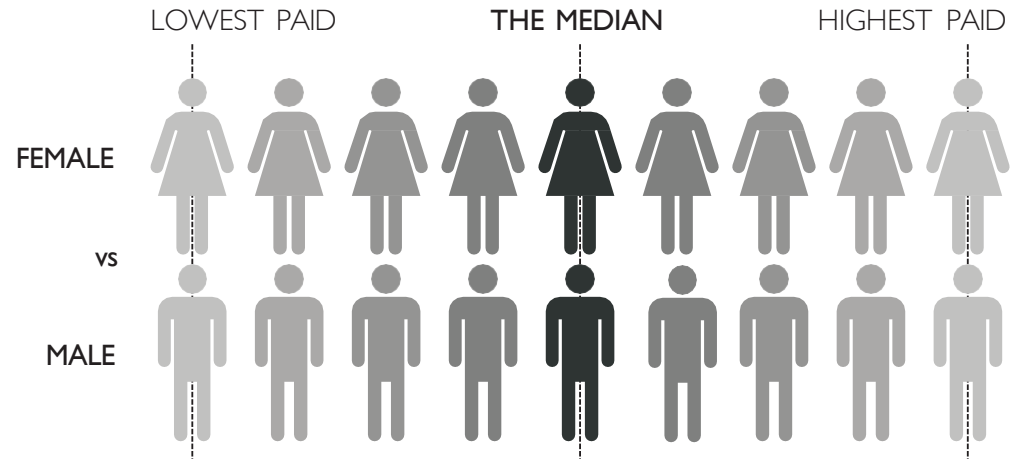
Since April 2017, businesses with more than 250 employees are required to publish data about their gender pay gap. The Gender Pay Gap is a measure of the difference in the average pay of women and men - irrespective of their role or level - across the entire business expressed as a percentage. It is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

We have taken the data from 2,139 colleagues for the 12 months to April 2024. This is 100 colleagues less than 2023 which we believe that this has been driven by the government calculation that is used to identify pay relevant colleagues. The number of women in the company has remained static at 52%.

MEDIAN AND MEAN PAY EXPLAINED



OUR RESULTS

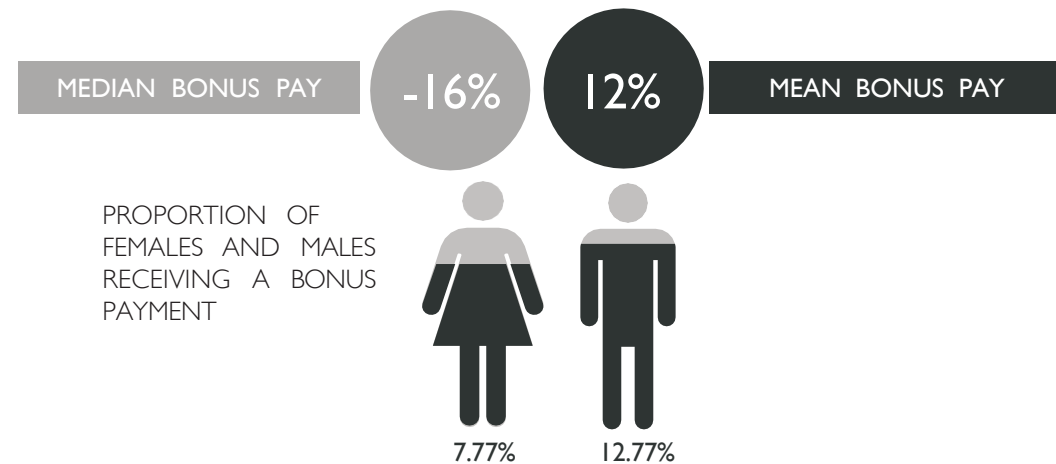
Our median pay gap for 2024 has marginally increased to 1.6% against our result from 2023. Our mean pay gap also increased to 12.69%, which is an increase of just under 1.7% against 2023. The significant majority of our colleagues are in roles that attract the same rates of pay. We therefore believe this marginal increase against last year has been influenced by the following factors: the way in which we are required to identify “pay relevant” colleagues, the fact that we tend to have more males in roles that attract a premium (e.g. night shift allowance) and that fact that we have more women in lower paid roles that suit working flexibly.

	2023	2024
MEDIAN GENDER PAY GAP	0.0%	1.6%
MEAN GENDER PAY GAP	11.02%	12.69%

THE GENDER BONUS GAP

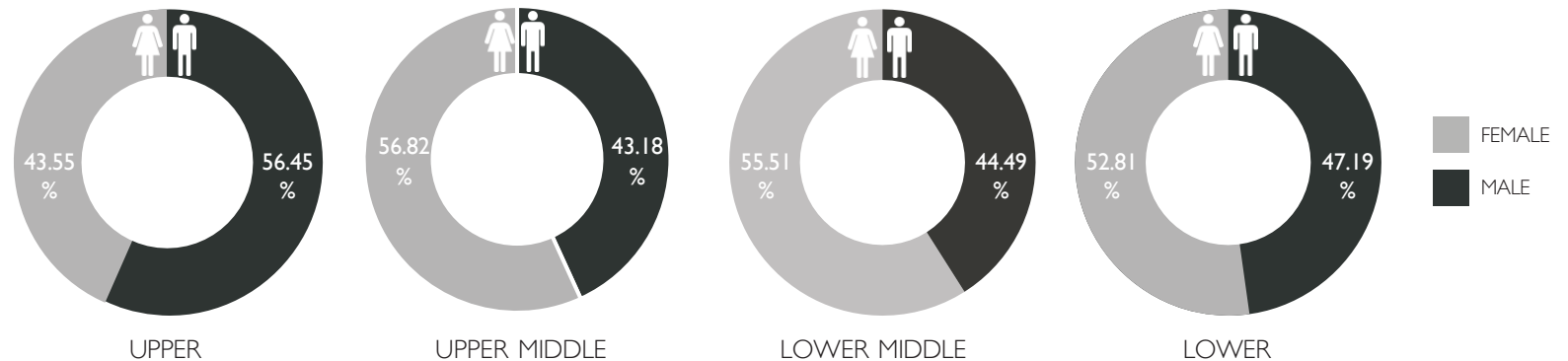
The bonus pay gap is calculated using all colleagues that received a bonus and does not consider where a bonus may have been pro-rated for a colleague that works part time hours

One of the main changes to our bonus pay figures for 2024 against those reported for 2023, is that in 2023 a company wide bonus was paid to colleagues at all levels of the business, whereas in 2024, the only payments made that fall within this definition have been linked to our performance related pay scheme. Our negative median bonus figure indicates that the value of the bonuses received by females was larger than their male counterparts. Our mean bonus pay gap reduced to 12% down from the 30% figure we reported in 2023.



PAY QUARTILES

This is the proportion of male and female colleagues according to quartile pay bands. We have seen an increase of 4.32% on the number of women in the upper middle quartile against the figures we reported in 2023.



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.' Whilst we have seen a slight increase in our Median pay gap this year it is still well below the industry average for retail which is currently 7.4%*. Female representation in the Upper Middle quartile has increased by 4.32% on our reported figures for 2023. 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 7 of our 26 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 that we have reported previously;

- 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 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.

DE&I STRATEGY

We recently reviewed our progress against the Grocery Aid 'Diversity Maturity Model', which aims to set a D,E & I standard across the grocery industry and we are pleased to report that we have seen an improvement against our score for 2023. This has helped inform our D,E & I strategy for the year ahead. Some of the key activities from the plan include re-establishing our Colleague Resource Group, the development of training on neurodiversity and working with some external partners on supported internships and work trials.

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 2025.

ATTRACTING AND SUPPORTING TALENT

As part of our D,E&I strategy in 2025 we will be spending time reviewing both our recruitment materials and practices and as necessary looking at how we can make them more inclusive.

DIVERSITY & INCLUSION – E-LEARNING

Last year launched an interactive E-learning module for line managers on understanding the importance of diversity and inclusion topics, but also their personal role in ensuring Booth's is an inclusive place to work. This year we will be rolling it out to colleagues at all levels across the business.

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 our colleagues of all gender identities, and we continue to work to foster a culture of inclusivity.

Nigel Murray
Managing Director

BOOTH'S

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*<https://www.ons.gov.uk/employmentandlabourmarket/peopleinwork/earningsandworkinghours/datasets/annualsurveyofhoursandearningsashegenderpaygaptables>