

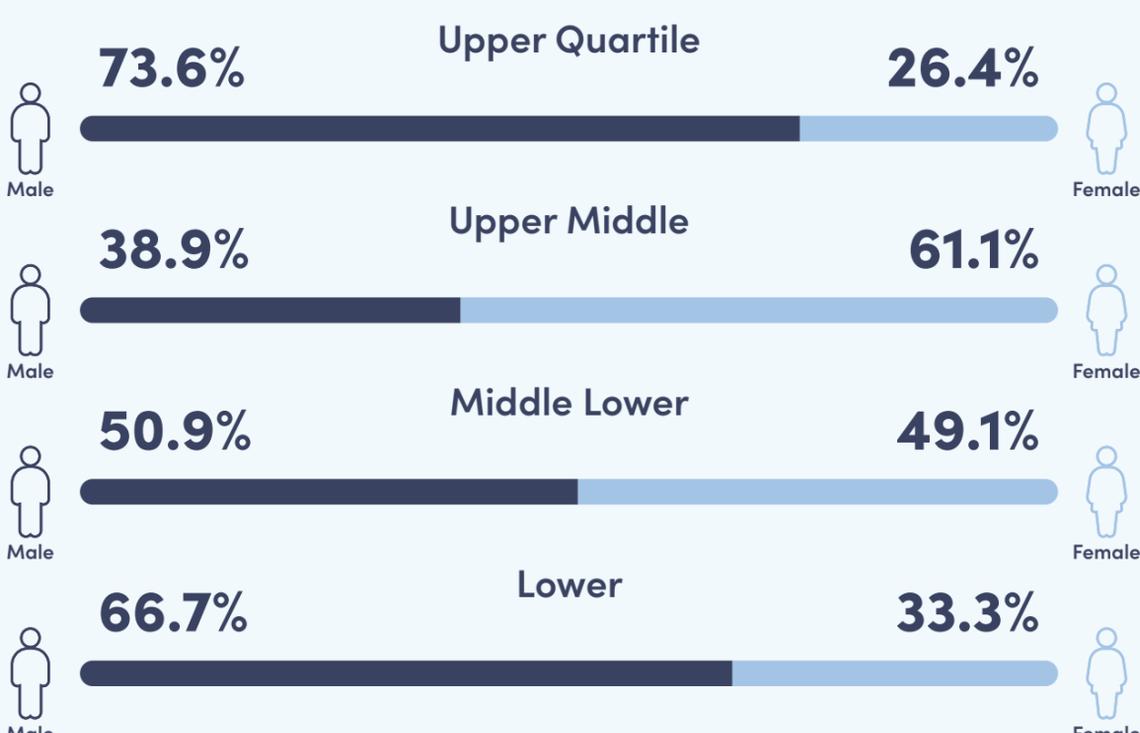
Gender Pay Gap Report 2022-2023

For the first time in 2022, Pricecheck's employee numbers exceeded 250 at the snapshot date – this therefore forms our first Gender Pay Gap Report. Whilst we are proud to present our findings, this sets the baseline for future years as we recognise that there are always improvements that can be made.

It is important to note that our Gender Pay Gap is not to be confused with equal pay. We are comfortable that we have sufficient checks and measures in place to ensure that men and women are paid equally for performing the same role in our business, and that contribution is recognised regardless of gender.



Pay Quartiles



Hourly Pay

Median gender pay gap using hourly pay

-2.37%

On average, men at Pricecheck are paid 2.3% less than women. For every £1 a man earns, a woman will earn £1.02.

Mean gender pay gap using hourly pay

21.09%

When comparing the mean, men at Pricecheck are paid 21.09% more than women. Which means for every £1 a man earns, a woman will earn 79p.

Like many organisations of our size, our Board salaries have a significant impact on our gender pay gap. If we were to exclude the Board (M=5, F=2) from the data, the overall mean gender pay gap would fall from 21.09% to 12.29%, and the median becomes -4.58%.

Bonus Pay

Median gender pay gap using bonus pay

10.04%

On average, for every £1 that a man earns in bonus, a woman earns 90p.

Mean gender pay gap using bonus pay

66.08%

When comparing the mean, for every £1 that a man earns in bonus, a woman earns 34p.

The bonus figures include commission, which is paid on a monthly basis to our traders and forms part of their 'regular' pay. The majority of our performance related pay employees are male, hence the bonus figure reporting higher. We have recently introduced a new commission attracting role into the Sales team, and all positions happen to be currently occupied by female colleagues. We continue taking steps to welcome applicants from female traders to help to close this gap.

In addition to the commission scheme, we also operate a company wide bonus scheme which is a percentage paid linked to basic pay. We have a number of employees who choose to work part time hours, and this group of colleagues are largely female. Whilst we are pleased to accommodate reduced hours, this does see a pro-rata'd reduction in their pay which is also reflected in a lower bonus than if working full time equivalent hours.

% of men and women receiving bonus pay



85.2%
of men received a bonus



82.1%
of women received a bonus