

Gender Pay Gap Report 2023-2024

As an employer with a workforce of more than 250 employees, I am pleased to present the Gender Pay Gap findings for 2023-2024. We remain committed to promoting diversity and inclusion within our workforce, using the information included in this report to recognise where we have achieved pay parity and also highlight where improvements can still be made.

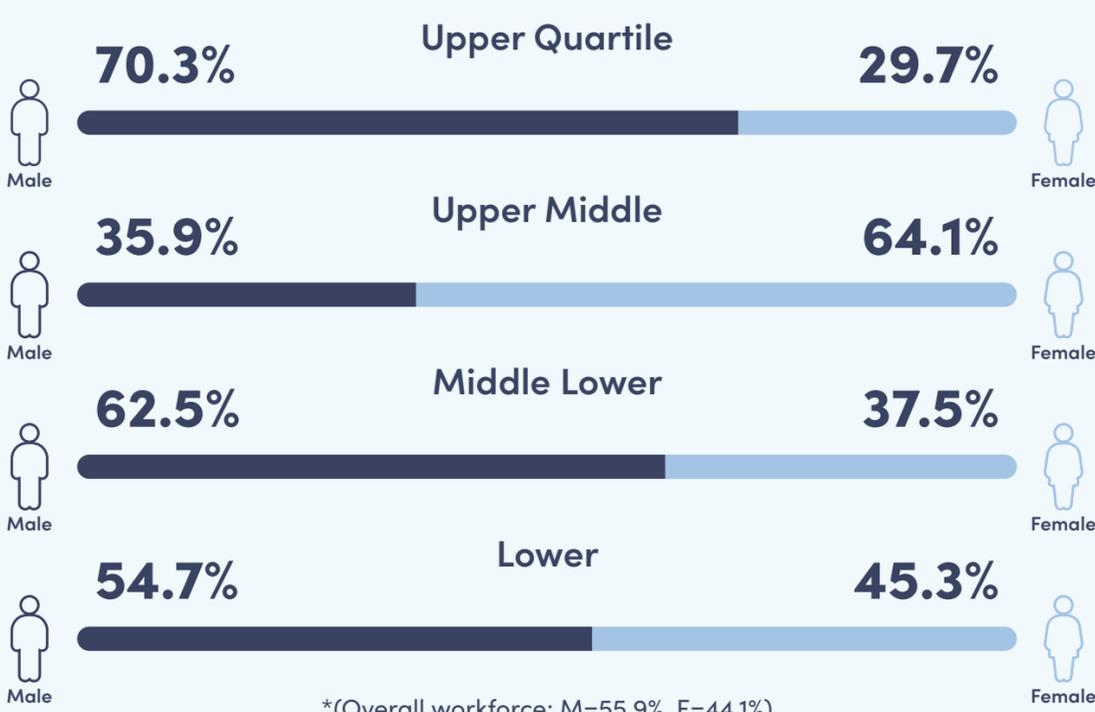
It is important to note that our Gender Pay Gap is not to be confused with equal pay. We are comfortable that we have sufficient checks and measures in place to ensure that men and women are paid equally for performing the same role in our business, and that contribution is recognised regardless of gender. Our recruitment, selection and development tools are continually reviewed to ensure objective fairness in decisions that are made and opportunities available for all.

I confirm that the gender pay gap information published in this statement and submitted to the gender pay gap service is accurate and has been calculated according to the requirements and methodology set out in the Equality Act 2010 (Gender Pay Gap Information) Regulations 2017.



Lucy Goddard
HR Director

Pay Quartiles



*(Overall workforce: M=55.9%, F=44.1%)

Hourly Pay

Median gender pay gap using hourly pay

-1.53%

On average, men at Pricecheck are paid 1.53% less than women. For every £1 a man earns, a woman will earn £1.02.

Mean gender pay gap using hourly pay

20.82%

When comparing the mean, men at Pricecheck are paid 20.82% more than women. Which means for every £1 a man earns, a woman will earn 79p.

Like many organisations 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 20.82% to 12.6%.

Bonus Pay

Median gender pay gap using bonus pay

8.89%

On average, for every £1 that a man earns in bonus, a woman earns 91p.

Mean gender pay gap using bonus pay

64.52%

When comparing the mean, for every £1 that a man earns in bonus, a woman earns 35p.

% of men and women receiving bonus pay



90.48%
of men received a bonus



87.41%
of women received a bonus

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 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 companywide 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.