



A fair day's pay **for** a fair day's work

At Morrisons, we believe all our colleagues deserve a fair day's pay for a fair day's work, regardless of their background, age, ethnicity or gender.

For our part, we are proud of the progress we are making as a diverse and inclusive employer, to provide more opportunities for women to progress, and to share more of our profits with all our colleagues through improved pay, bonuses, and benefits.

Last year, as part of our colleague-led turnaround, we paid a competitive rate of £8.70 an hour to all our Customer Assistants, we shared £35 million of our annual profits with frontline colleagues, and continued to offer all our colleagues the opportunity to access a wide range of competitive benefits.

We provide all our colleagues and their families with a discount on Morrisons shopping, access to an annual sharesave scheme, flexible benefits, a choice of affordable Morrisons pension schemes, and up to four times their annual pay as life assurance.

They're just some of the ways that we show our colleagues that everyone's effort is worthwhile.

Clare Grainger
Group People Director





Gender Pay Report 2017/18

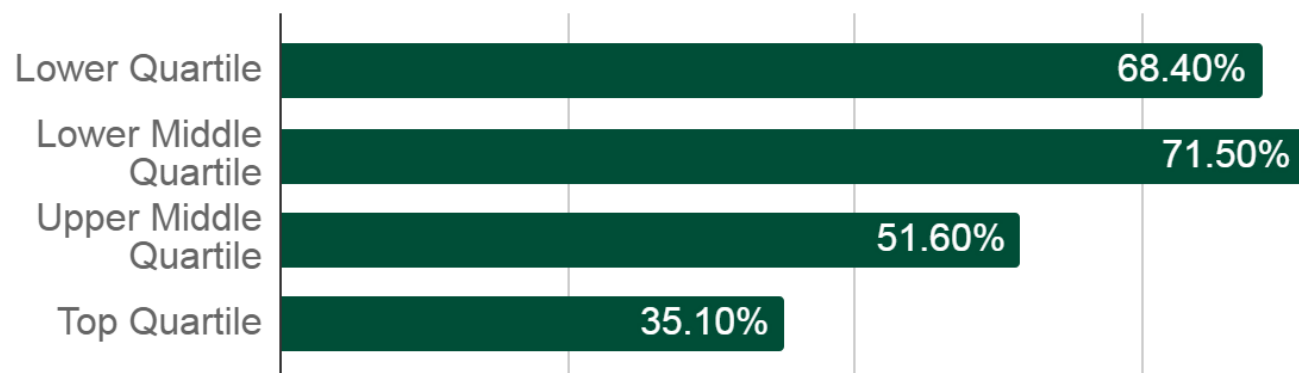
Difference in hourly rate

Women's **mean** hourly rate is **14.5% lower** than men's
Women's **median** hourly rate is **12.2% lower** than men's

Difference in bonus pay

Women's mean bonus pay is **51.9% lower** than men's
Women's median bonus pay is **28.7% lower** than men's

Proportion of women in each pay quartile



Who received bonus pay

86.6% of women
83.1% of men



Our entities

Entity	Hourly Pay		Bonus Pay		In Receipt of Bonus		Lower Quartile		Lower Middle Quartile		Upper Middle Quartile		Top Quartile	
	MEDIAN GAP	MEAN GAP	BONUS MEDIAN	BONUS MEAN	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE
Group Combined Numbers	12.2%	14.5%	28.7%	51.9%	86.6%	83.1%	68.4%	31.6%	71.5%	28.5%	51.6%	48.4%	35.1%	64.9%
Farmers Boy Ltd	7.3%	12.4%	16.9%	21.7%	85.2%	86.3%	41.5%	58.5%	39.8%	60.2%	32.5%	67.5%	17.4%	82.6%
International Seafoods Ltd	3.5%	11.3%	6.5%	15.8%	76.6%	80.7%	45.2%	54.8%	33.9%	66.1%	33.9%	66.1%	27.0%	73.0%
Rathbone Kear Ltd	9.6%	7.2%	7.1%	21.8%	77.6%	76.1%	15.2%	84.8%	20.0%	80.0%	13.0%	87.0%	8.7%	91.3%
Safeway Stores Ltd	17.9%	19.8%	33.6%	59.2%	99.9%	99.9%	77.9%	22.1%	81.8%	18.2%	52.1%	47.9%	33.7%	66.3%
Wm Morrison Produce Ltd	8.4%	8.2%	21.0%	22.7%	78.9%	80.0%	44.9%	55.1%	36.6%	63.4%	28.8%	71.2%	28.8%	71.2%
Wm Morrison Supermarkets PLC	11.5%	14.0%	26.8%	53.9%	84.8%	81.0%	69.4%	30.6%	70.9%	29.1%	53.3%	46.7%	37.2%	62.8%
Woodhead Bros (Neerock) Ltd	17.3%	15.3%	19.2%	36.8%	71.8%	77.0%	48.1%	51.9%	27.6%	72.4%	14.4%	85.6%	5.9%	94.1%

I can confirm that the information in this report is accurate.

Clare Grainger
Group People Director