

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

The Covid-19 pandemic has significantly changed the world and therefore the operation of our business, bringing huge challenges for the country, the industry, our customers and particularly our colleagues. At Morrisons everyone has leaned in and played their full part, demonstrating incredible teamwork in the service of those who continue to depend on us.

As we continue our journey of everyone receiving a fair day's pay for a fair day's work, from 5th April 2021 all our frontline hourly colleagues in retail, manufacturing and Hilmore* are now paid a minimum of **£10 per hour** following the probationary period. This market leading deal, which was a total investment of **£110 million**, is alongside our Competitive Pension, Holiday, Long Service and other benefits as we recognise and reward the contribution of all our frontline colleagues.

For this report I'm pleased to share our median Gender Pay Gap is down to **6.8%** and our mean Gender Pay Gap is down to **10.4%** both from 13.0% in our previous report. The gap we continue to see is reflective of us having 57.27% women in our hourly paid roles. Of these women, 88.17% are part-time workers. In contrast only 42.73% of men work in our hourly paid roles, with only 66.14% of those being part-time workers. We also continue to see more men in hourly paid specialist roles that attract a higher rate of pay, such as Butchers and specialist roles in Manufacturing sites such as our Abattoirs, and we continue to have more men working night shifts.

We do however continue to see improvements, with a favourable swing in the percentage of women in skilled roles in store (Baker, Butcher, Fishmonger and Florist), and an increase in the number of women store managers by a further 4% since last year.

We remain committed to continuing this journey as 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.

Clare Grainger
Group People Director



* Excluding Gibraltar & Rathbones



Gender Pay Report 2021/22

Difference in hourly rate

Women's **mean** hourly rate is **10.4% lower** than men's

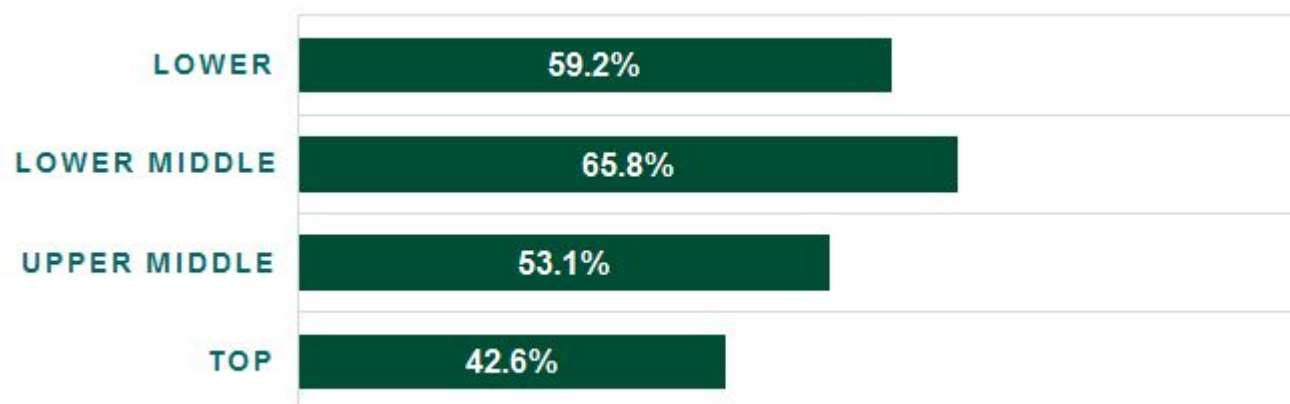
Women's **median** hourly rate is **6.8% lower** than men's

Difference in bonus pay

Women's mean bonus pay is **39.9% lower** than men's

Women's median bonus pay is **31% lower** than men's

Proportion of women in each pay quartile



Who received bonus pay

94.9% of women

93.5% of men



Morrisons

Since 1899

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	6.8%	10.4%	31%	41.2%	94.9%	93.5%	59.2%	40.8%	65.8%	34.2%	53.1%	46.9%	42.6%	57.4%
Farmers Boy Ltd	7.2%	10.5%	18%	24.6%	95.4%	95.7%	44.6%	55.4%	38.5%	61.5%	29.7%	70.3%	23.6%	76.4%
International Seafoods Ltd	10.3%	22.5%	18%	44.1%	98.9%	96.8%	70.9%	29.1%	40.7%	59.3%	32.7%	67.3%	27.3%	72.7%
Rathbone Kear Ltd	3.9%	-2.6%	0%	-2%	93.5%	93.5%	17.5%	82.5%	13.4%	86.6%	6.5%	93.5%	12.9%	87.1%
Safeway Stores Ltd	4.3%	8.1%	25%	34.3%	95.6%	94.3%	57.9%	42.1%	67.1%	32.9%	56.0%	44.0%	46.9%	53.1%
Wm Morrison Produce Ltd	6.9%	12.1%	16%	28.5%	90.3%	89.3%	51.6%	48.4%	47.7%	52.3%	39.9%	60.1%	28.3%	71.7%
Wm Morrison Supermarkets PLC	6.8%	10.8%	28%	43.4%	94.7%	93.1%	60.2%	39.8%	66.4%	33.6%	54.3%	45.7%	43.9%	56.1%
Woodhead Bros (Neerock) Ltd	19.2%	12.7%	22%	22.3%	94.8%	96.3%	44.7%	55.3%	32.7%	67.3%	23.1%	76.9%	9.3%	90.7%

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



Clare Grainger
Group People Director