



Gender Pay Report 2023

Difference in hourly rate

Women's **mean** hourly rate is **11.5% lower** than men's

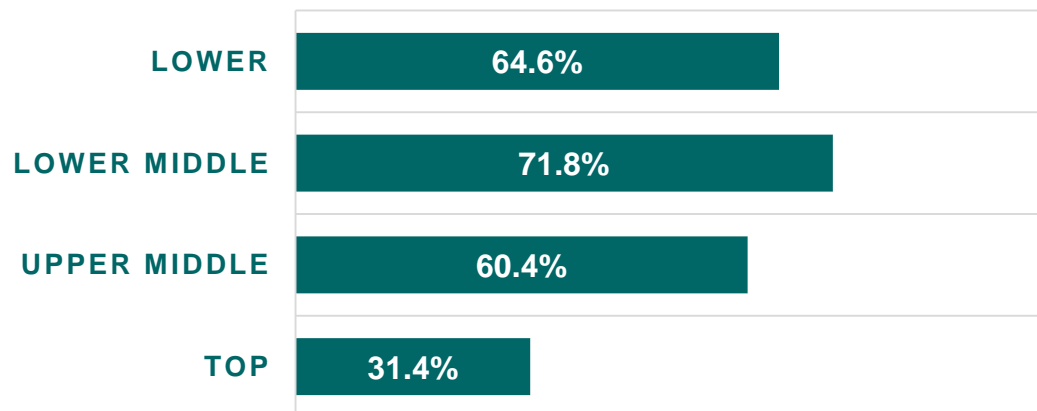
Women's **median** hourly rate is **3.0% lower** than men's

Difference in bonus pay

Women's mean bonus pay is **39.1% lower** than men's

Women's median bonus pay is **0.0% lower** than men's

Proportion of women in each pay quartile



Who received bonus pay

13.6% of women

16.5% 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	3.0%	11.5%	0.0%	39.1%	13.6%	16.5%	64.6%	35.4%	67.0%	33.0%	63.1%	36.9%	47.0%	53.0%
Farmers Boy Ltd	15.0%	14.0%	0.0%	26.0%	12.8%	14.7%	48.1%	51.9%	37.8%	62.2%	31.1%	68.9%	20.9%	79.1%
International Seafoods Ltd	24.9%	19.3%	0.0%	35.2%	13.4%	15.1%	63.9%	36.1%	36.1%	63.9%	37.1%	62.9%	22.9%	77.1%
Rathbone Kear Ltd	-8.8%	-6.9%	0.0%	-10.3%	33.3%	13.0%	9.3%	90.7%	16.7%	83.3%	23.8%	76.2%	11.9%	88.1%
Safeway Stores Ltd	3.0%	9.3%	0.0%	41.1%	12.2%	15.4%	66.4%	33.6%	71.6%	28.4%	59.8%	40.2%	34.6%	65.4%
Wm Morrison Produce Ltd	8.1%	12.4%	0.0%	48.7%	10.6%	11.3%	59.4%	40.6%	52.9%	47.1%	36.8%	63.2%	30.2%	69.8%
Wm Morrison Supermarkets Ltd	3.0%	12.5%	0.0%	31.6%	14.3%	17.6%	67.5%	32.5%	71.6%	28.4%	54.6%	45.4%	34.8%	65.2%
Woodhead Bros (Neerock) Ltd	15.4%	21.0%	0.0%	34.6%	18.8%	11.1%	50.0%	50.0%	38.9%	61.1%	15.0%	85.0%	13.9%	86.1%
Alliance Property Limited	-9.7%	-3.1%	13.0%	80.6%	15.7%	14.1%	50.9%	49.1%	73.6%	26.4%	68.7%	31.3%	62.8%	37.2%

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

Clare Grainger
Group People Director