



B&M Retail Limited – UK Gender Pay Gap Report 2017

As part of our obligations under the gender pay gap legislation, we present our Gender Pay statistics. These statistics have been uploaded to the Government portal and the data is presented as at 5 April 2017.

Hourly Pay

Hourly pay for male colleagues was:

- 7.6% higher, when measured as a mean average.
- Equal, when measured as a median average.

Pay Quartiles

The proportion of male and female colleagues in each pay quartile was:

Quartile	Male %	Female %
Top	59.2%	40.8%
Upper Middle	39.2%	60.8%
Lower Middle	34.0%	66.0%
Lower	50.8%	49.2%

Bonus Pay

Bonus pay for male colleagues was:

- 34.4% higher, when measured as a mean average.
- 37.4% higher, when measured as a median average.

18.6% of male colleagues were awarded a bonus and 4.0% were of females.

I declare that the data presented above is accurate, as of 5th April 2017.

Paul McDonald, CFO, B&M Retail Limited.

12 March 2018