



## B&M Retail Limited – Gender Pay Gap Report 2019

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 as with other companies the data is presented as at 5 April 2019.

### Hourly Pay

Hourly pay for male colleagues was:

- 7.1% higher, when measured as a mean average.
- Equal, when measured as a median average.

### Pay Quartiles

The proportion of males and females colleagues in each payroll quartile was:

Quartile	Male %	Female %
Top	53.7%	46.3%
Upper Middle	35.4%	64.6%
Lower Middle	34.6%	65.4%
Lower	50.8%	49.2%

### Bonus Pay

Bonus pay for male colleagues was:

- 12.9% higher, when measured as a mean average.
- 64.4% lower, when measured as a median average.

18.2% of male colleagues were awarded a bonus and 5.1% of females.

I declare that the data presented above is accurate, as of 5<sup>th</sup> April 2019.

Paul McDonald, CFO, B&M Retail Limited.

19 March 2020