



## B&M Retail Limited – Gender Pay Gap Report 2022

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 2022.

### Hourly Pay

Hourly pay for male colleagues was:

- 8.4% 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	57.2%	42.8%
Upper Middle	36.0%	64.0%
Lower Middle	33.6%	66.4%
Lower	37.1%	62.9%

### Bonus Pay

Bonus pay for male colleagues was:

- 55.3% higher, when measured as a mean average
- 16.7% higher, when measured as a median average

53.9% of male colleagues were awarded a bonus and 65.9% of females.

I declare that the data presented above is accurate, as of 5<sup>th</sup> April 2022.

Mike Schmidt, CFO, B&M Retail Limited.

17 March 2023