



B&M Retail Limited – Gender Pay Gap Report 2023

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 of 5 April 2023.

Hourly Pay

Hourly pay for male colleagues was:

- 9.9% 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 payroll quartile was:

Quartile	Male %	Female %
Top	60.0%	40.0%
Upper Middle	38.9%	61.1%
Lower Middle	35.0%	65.0%
Lower	35.0%	65.0%

Bonus Pay

Bonus pay for male colleagues was:

- 11.1% higher, when measured as a mean average
- 125.7% lower, when measured as a median average

19.1% of male colleagues were awarded a bonus and 7.9% of females.

I declare that the data presented above is accurate, as of 5th April 2023.

Mike Schmidt, CFO, B&M Retail Limited.

17 March 2024