



B&M Retail Limited – Gender Pay Gap Report 2020

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 2020.

Hourly Pay

Hourly pay for male colleagues was:

- 7.5% 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	54.2%	45.8%
Upper Middle	39.2%	60.8%
Lower Middle	33.8%	66.2%
Lower	50.4%	49.6%

Bonus Pay

Bonus pay for male colleagues was:

- 19.3% higher, when measured as a mean average.
- 34.4% lower, when measured as a median average.

13.3% of male colleagues were awarded a bonus and 4.8% of females.

I declare that the data presented above is accurate, as of 5th April 2020.

Alex Russo, CFO, B&M Retail Limited.

18 March 2021