



B&M Retail Limited – Gender Pay Gap Report 2021

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 2021.

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	54.8%	45.2%
Upper Middle	36.1%	63.9%
Lower Middle	36.5%	63.5%
Lower	44.8%	55.2%

Bonus Pay

Bonus pay for male colleagues was:

- 6.5% lower, when measured as a mean average.
- 54.0% lower, when measured as a median average.

18.9% of male colleagues were awarded a bonus and 6.4% of females.

I declare that the data presented above is accurate, as of 5th April 2021.

Alex Russo, CFO, B&M Retail Limited.

10 March 2022