



Gender Pay Gap

Paul Broderick
Director of HR

I confirm the enclosed data is accurate as of 20th February 2018

Gary Favell, CEO

Introduction

- 🗨️ The following report shows the gender pay gap and bonus gap at bathstore.com Ltd at the “snapshot date” (i.e. 5 April 2017).
- 🗨️ The pay and bonus gaps reflect the composition of our workforce and are largely due to there being a larger proportion of men as a percentage of the overall workforce, specifically in the Upper Middle and Upper quartiles.
- 🗨️ The Gender Pay Report shows the difference between the average earnings of men and women.
- 🗨️ Gender pay is different to equal pay. Equal pay deals with the pay difference between men and women who carry out the same jobs, similar jobs or work of equal value. We are comfortable that we pay men and women the same for carrying out the same roles

Gender Pay Gap at a Glance



These figures represent the % less that an average female colleague receives, compared with an average male colleague

Total distribution of male and female colleagues by hourly pay quartile

	Lower		Low Middle		Upper Middle		Upper	
	Number	%	Number	%	Number	%	Number	%
Female	109	37%	11	46%	53	33%	53	34%
Male	185	63%	13	54%	106	67%	105	66%

Bonus Gap



These figures represent the % less that an average female colleague receives, compared with an average male colleague

Proportion of Colleagues Receiving a Bonus

	Number of Colleagues Receiving Bonus	% Colleagues Receiving Bonus
Female	186	82%
Male	366	89%

Understanding the Gender Pay Gap

- 🪿 There is a gender pay gap in terms of both hourly pay and in bonus payments.
- 🪿 Further analysis shows that virtually all of this gap arises because women hold fewer senior positions within bathstore than men. This is known as a “demographic” gap.
- 🪿 Over 75% of our colleagues work in our network of showrooms. The vast majority of showroom roles require working every weekend.
- 🪿 As a result of the working hours offered by these roles, a large proportion of overall colleagues are male. Showroom colleagues have an average mix of basic / variable salary of 45% / 55%. The median bonus information demonstrates that our pay structure is applied equally.
- 🪿 All roles within bathstore, are open to males and females on an equal basis.

Our plans for the future

- 🚿 bathstore are committed to helping women achieve their potential throughout their career.
- 🚿 We have processes in place to strive for equality through our recruitment and retention practices.
- 🚿 Whilst we are confident that all of our processes for pay and reward are fair, we do appreciate that the numbers show that we have room for improvement, particularly with the imbalance of males to females in senior roles.
- 🚿 We are committed to identifying our individuals who show true potential and we will be offering a development programme specifically to women within the business to help develop their talent and support their career progression.