

## **JESSOPS RETAIL LIMITED GENDER PAY GAP RESULTS**

### **5 APRIL 2017**

For the first time UK companies, with over 250 colleagues, must report on their gender pay gap.

This is an incredibly important step forward because if companies are transparent about pay, and identify the root causes of any pay gap, they can find the solutions they need to build businesses that reflect society.

The report involved carrying out six calculations that show the difference between the average earnings of men and women in our organisation; it will not involve publishing individual employee's data.

The six basic calculations are:

1. Difference in mean hourly rate of pay
2. Difference in median hour rate of pay
3. Difference in mean bonus pay
4. Difference in median bonus pay
5. Proportion of males and females receiving a bonus payment
6. Proportion of males and females in each quartile band

Jessops Retail has used its existing HR and Payroll records to make the calculations and I can confirm that the calculations are accurate

We have published the results below and we will use these results to assess:

- the levels of gender equality in our workplace
- the balance of male and female employees at different levels
- how effectively talent is being maximised and rewarded.





We're confident that Jessops Retail's gender pay gap is not a pay issue; we know this because our approach to pay is gender neutral by design and our analysis shows that our pay gap is driven by the structure of our workforce.

We regularly analyse and monitor our pay to make sure our male and female colleagues are treated equally.

Ian Murphy

Group Finance Director – Jessops

## Jessops Retail Limited Gender Pay Gap Results 2017

	Mean	Median
<b>Hourly pay gap</b>	10.94%	8.12%
<b>Bonus pay gap</b>	-400%	-566.67%
		
<b>% of employees receiving a bonus</b>	1.29%	0.85%
		
<b>Lower quartile</b>	59.05%	40.95%
<b>Lower middle quartile</b>	67.62%	32.38%
<b>Upper middle quartile</b>	75.24%	24.76%
<b>Upper quartile</b>	89.52%	10.48%