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## **One Beyond – Gender Pay Regulations 2020/2021**

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<sup>th</sup> April 2020.

### **Hourly Pay**

- Equal, when measured as a median average.
- When comparing mean (Average) hourly pay, women's mean hourly pay is 1.8% lower than men.

### **Pay Quartiles**

Quartile	Male %	Female %
Top	41.9%	58.1%
Upper Middle	37.2%	62.8%
Lower Middle	40.9%	59.1%
Lower	41.2%	58.8%

### **Bonus Pay**

Bonus Pay for colleagues was:

- The median bonus pay is 38.5% lower for women than men.
- When comparing the mean bonus pay, women's bonus pay is 43.6% lower than men.

0.2% of women were awarded a bonus and 2.3% of men were awarded a bonus.

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

Tom Wilcox, FD, ONEBEYOND Retail Ltd

3<sup>rd</sup> April 2021