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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, 5th April 2022.

Hourly Pay

- Equal, when measured as a median average.
- When comparing mean (Average) hourly pay, women's mean hourly pay is 5.2% lower than men.

Pay Quartiles

Quartile	Male %	Female %
Top	49%	51%
Upper Middle	38%	62%
Lower Middle	34%	66%
Lower	41%	59%

Bonus Pay

Bonus Pay for colleagues was:

- The median bonus pay is 100% lower for women than men.
 - When comparing the mean bonus pay, women's bonus pay is 100% lower than men.
- 2.5% of males were awarded a bonus and 0% of females.

I declare that the data presented above is accurate, as of 5th April 2022.

Tom Wilcox, FD, ONEBEYOND Retail Ltd.
3rd April 2023.