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One Beyond – Gender Pay Regulations 2021/2022

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 2021.

Hourly Pay

- Equal, when measured as a median average.
- When comparing mean (Average) hourly pay, women's mean hourly pay is 3.1% lower than men.

Pay Quartiles

Quartile	Male %	Female %
Top	44%	56%
Upper Middle	26%	74%
Lower Middle	43.5%	56.5%
Lower	46.9%	53.1%

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.

9.4% of males were awarded a bonus and 0% of females.

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

Tom Wilcox, FD, ONEBEYOND retail Ltd.
3rd April 2022