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As part of our obligation 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 2023.

**Hourly Pay**

- Equal, when measured as a median average.
- When comparing mean (average) hourly pay, women's mean hourly pay is 9% lower than men.

**Pay Quartiles**

<b>Quartile</b>	<b>Men</b>	<b>Women</b>
<b>Upper</b>	<b>55%</b>	<b>45%</b>
<b>Upper Middle</b>	<b>35%</b>	<b>65%</b>
<b>Lower Middle</b>	<b>32%</b>	<b>68%</b>
<b>Lower</b>	<b>38%</b>	<b>62%</b>

**Bonus Pay**

Bonus pay for colleagues was:

- The median bonus pay is 91% higher for women than men.
- When comparing the mean bonus pay, women's bonus pay is 78% lower than men.

6.4% of men were awarded a bonus and 0.8% of women.

I declare that the data presented above is accurate, as of 5<sup>th</sup> April 2023.

Richard Stephenson  
FD, One Beyond Retail Ltd.  
8<sup>th</sup> February 2024