

# BEAVERBROOKS

## Gender Pay Gap Report 2022

This year, our gender pay gap is 14.7% (median 4.1%) and is based on our office and branch colleagues, whereas our 2021 figures were office only as our branches were closed due to lockdown.

The gap is purely based on having more males than females in both senior and specialist roles. The result isn't a figure we have actively chased as we don't focus on recruiting someone because of their gender, but focus on getting the right person based on experience and qualities. We invest in our people and it's important that they are paid fairly as the core of our business is treating people right.

We offer fantastic starting wages in our branches of up to £24,168 per annum depending on location and we are proud to offer a number of bonus schemes for every team member irrespective of their age and gender. Last year over 90% of our people received a bonus.

We've featured in the '100 Best Companies to Work for' list for the last 19 years and in 2022 were named as the 6th 'Best Large Company to Work for' along with the 'Best Retailer'. We achieved 3 star accreditation for the 17th consecutive year meaning we have 'World Class' engagement with our people. I am hugely proud of these awards and of our people.

We're continually committed to enriching lives through charity and community work, and we've donated over £20million to over 750 charities since the year 2000. We match fund anything our people raise for charity and give all colleagues two paid days to do charity and community work. I know we're getting it right as over 89.3% of our people voted for us as a work place and it's so important that our Beaverbrooks family feels valued and cared for.



Anna Blackburn, Managing Director.



At the heart of our brand for over 100 years is our relationship with people.

Our purpose of enriching people's lives is supported by our key values (passion, integrity, caring, trust and fairness) and our behaviours, set out in a document we call The Beaverbrooks Way. It's a company ethos by which all decisions are made and everyone in the business works within.

# Our Results

Our figures are based on 871 relevant employees for the pay gap, including branches, boutiques and office based. Beaverbrooks is fully compliant with the requirements of The Equality Act 2010 (Gender Pay Gap Information) Regulations 2017.

## Hourly Rate of Pay

Our results show that women receive 14.7% less pay than men. We have a structured pay scale and have found no inconsistencies between males and females.

There are three reasons for the gap:

- There are more males in specialist roles which tend to pay higher.
- There are more males than females in the senior management team.

There is low turnover in the senior management team and specialist roles, which gives little opportunity for promotion or recruitment. Females make up 42% of the senior management team and 3 of which are part time.



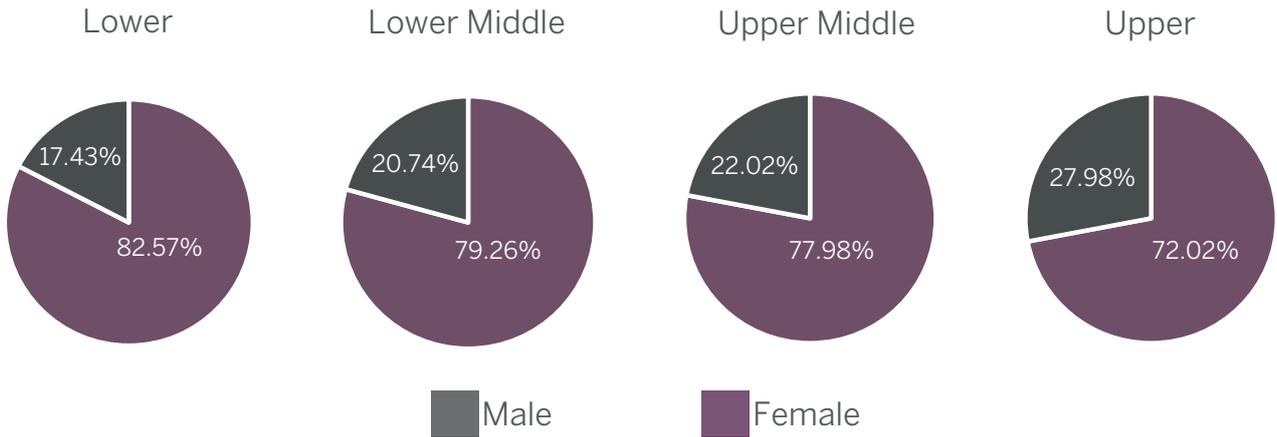
We believe in treating fairly and we do not employ anyone on zero hours contracts.



# Our Quartiles

The proportion of females compared to males is fairly consistent in all four quartiles.

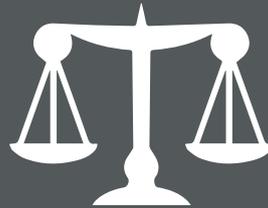
Last year 51.2% of the upper quartile was made up of females. This has increased to 72.02%, mainly because of promotions and the recruitment of specialist roles.



In the last 12 months  
75% of all internal  
promotions were  
women.



We help people have a great  
work life balance.



**89%**  
of our part timers are female.

**25%**  
of our Senior Management  
team are working mums.



# Bonus

Our bonus structure has not changed since last year with everyone's bonus being based on their salary to ensure any bonuses earned are fair.

Senior managers are the exception as they get exactly the same irrespective of their salary and hours.

Our results show that our mean bonus pay gap is 57.35% which is due to the bonus being calculated as a percentage of someone's salary - 80% of males are full time compared to 52% of females. Our median bonus gap is 7.58%.

If all senior management were removed from the figures, the gap would be 12.01%, and if all management were removed the gap would be 6.61%.

We encourage people to return to work after maternity/shared/adoption leave by giving them a bonus of one months pay.



We give every team member with over 12 months service a gift of one week's wages every year.



93.4% of males and 90.8% of females received a bonus.

## Full Time Employees



55% of all females are full time.

80% of all males are full time.

