



scs

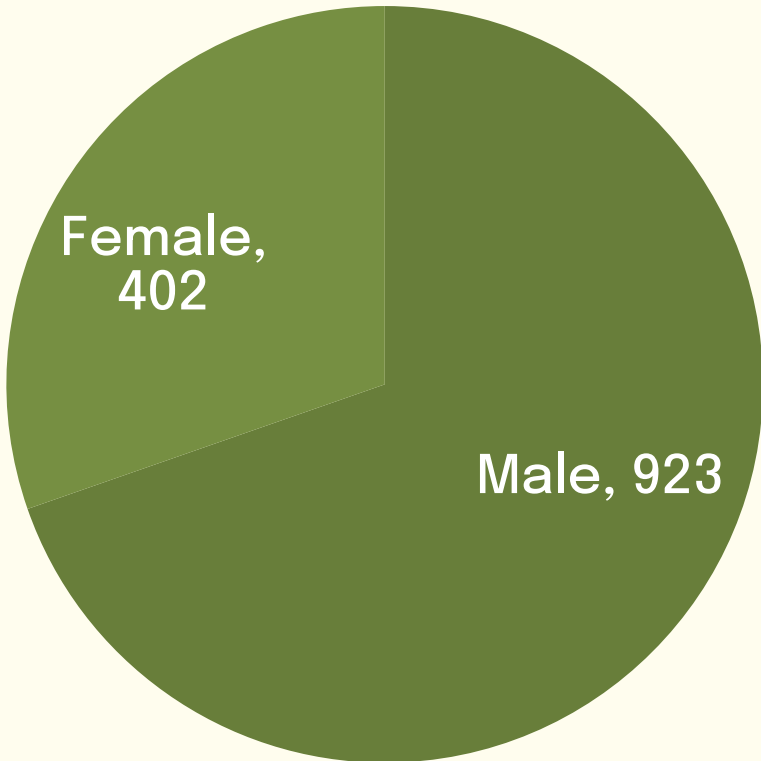
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**Gender Pay Gap
Report
April 2022 Data**

9th March 2023

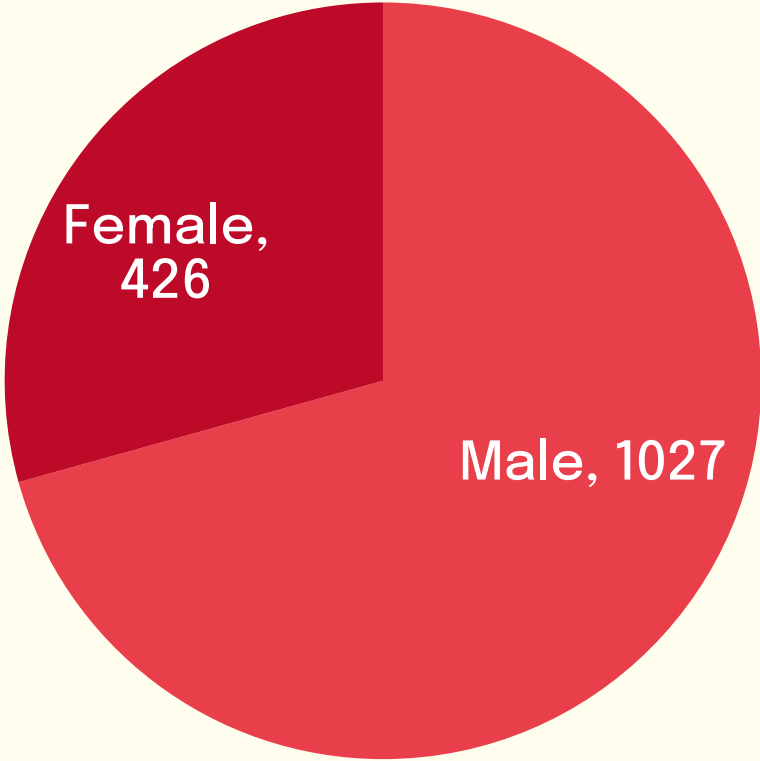
Overview - gender split comparison

April 2022



April 2022
1,325 colleagues in total
M = 923 F = 402
M = 70% F = 30%

April 2021



April 2021
1,453 colleagues in total
M = 1027 F = 426
M = 71% F = 29%

An overview:

- 2022's figures of females (30%) and males (70%) in the business have stayed in line with 2021's figures
- Recruitment activities (including the recruitment of our digital team in early FY22), has focused on the appeal of flexible and hybrid working at ScS, to help attract more females to the business, which is now starting to show a increase in this years figures
- There is more work planned on this as part of our Employer Brand activity, and will build on our recent focus for International Women's Day on our great females within the business.

Hourly rate of pay and bonus

Pay and bonus difference between male and female colleagues		Mean	Median
Hourly rate of pay April 2022		6%	7%
Hourly rate of pay April 2021		11%	11%
Bonus pay April 2022		(7%)	(50%)
Bonus pay April 2021		7%	0%

The gender pay gap is the difference in average pay between male and female colleagues in a business, regardless of their role.

It's different to equal pay, and here at ScS we are confident men and women are paid equally for doing equivalent jobs across our business.

An overview:

Our gender pay gap has decreased since 2021 – with 6% mean and 7% median, on average, between the hourly rate of pay for male and females.

This is a positive, and in part is due to female representation in the senior management group.

The reduction of the gap (to a positive in favour of the females) on bonus pay is positive news. This is largely attributed to an increase in females in more senior positions, and a higher Senior Management Bonus in the year.

Quartile breakdown

	Male %	Female %
Upper April 2022	71	29
Upper April 2021	76	24
Upper Middle April 2022	73	27
Upper Middle April 2021	76	24
Lower Middle April 2022	76	24
Lower Middle April 2021	74	26
Lower April 2022	59	41
Lower April 2021	56	44

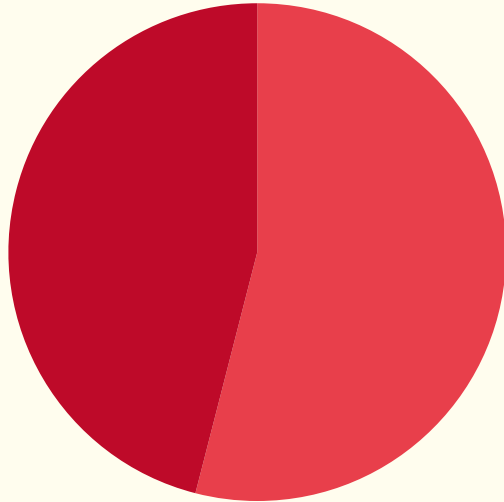
Summary :

A number of females joined the Senior Leadership Team in 2021/2022. This has increased female representation in the Upper and Upper Middle quartiles.

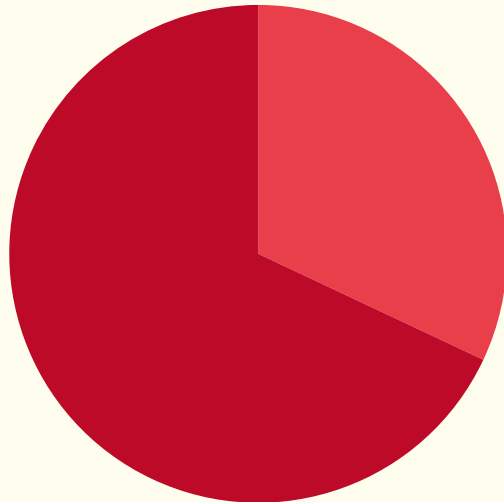
It is pleasing to see that within our talent conversations, we are seeing more females being highlighted as top performers that we trust will feed through to more senior roles in the coming few years.

In addition on our Senior leadership developemtn programme

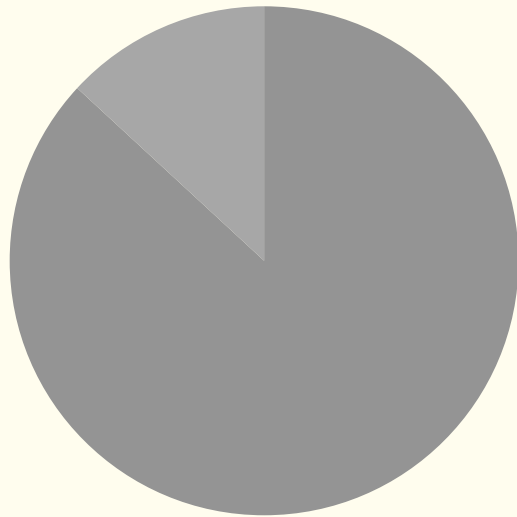
Colleague Bonus



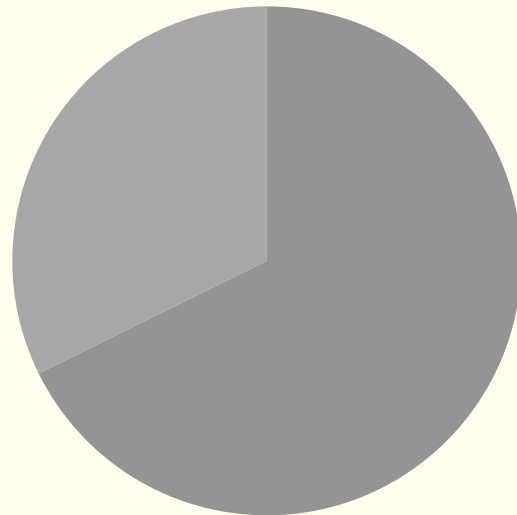
Male 2022
54% receiving
bonus
46% no bonus



Female 2022
32% receiving
bonus
68% no bonus



Male 2021
86% receiving
bonus
14% no bonus



Female 2021
65% receiving
bonus
36% no bonus

The percentage of colleagues receiving bonus overall decreased in the year, following the challenging trading year post Covid19.

Some of the steps we are already taking to close the gap...



Environment, Social and Governance strategy commitment

As part of our ESG strategy, we'll be reporting and monitoring numbers of females in management roles in retail, with the aim of increasing numbers by 25% by the end of FY23



Policy review

We're committed to reviewing policies that can make a difference to our female colleagues.

We've enhanced our Family Friendly Policies, offer enhanced maternity leave pay and have refreshed and relaunched our flexible working policy, all with the aim of encouraging more females into join and stay within the business.



A focus on reward, talent and employer brand as part of our Outstanding team strategy

Our People-focused strategy projects include work focused on talent, reward and employer brand. This work will help us to make sure we're supporting and representing our female colleagues at every level.

Our new Leadership Development programme has 33% female colleagues are included to help provide a supportive environment to develop further.



A review of our recruitment practices

To ensure that we are able to attract and retain the great colleagues, offering flexible roles that work around their lives, we aim to have a minimum of two part time colleagues per store

At ScS we continue to focus on our People and have an opportunity to make improvements across a number of areas when it comes to our gender pay gap. We are pleased that a number of senior females have been hired over recent months, and will continue to focus on female representation across all areas of our business. This will be a particular focus in retail and distribution over the coming years. We have now