

OUR GENDER PAY REPORT

COMPANY
SHOP
GROUP

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From 2017 onwards, any UK business employing more than 250 colleagues has to publicly report on its gender pay gap. The gender pay gap identifies the difference in the average earnings between all men and women in an organisation.

At Company Shop Group we are proud that our pay rates are based on your role, no other factors, including gender, come in to play.



Creating a diverse and inclusive environment where we consider people based on their capability and performance is strengthening our business.

Our focus continues to be on attracting, recruiting and developing colleagues with the right skills for the role, regardless of their background, ethnicity, gender or age, and providing them with challenging opportunities.

Developing a culture built on flexibility, trust and autonomy is enabling our colleagues to progress their careers with us. To support this, we have introduced a new Flexible Working Policy and set up quarterly reviews with all colleagues, encouraging discussions about their development.

We are delighted to see that our steps taken to ensure that there are no barriers to women accessing roles and progressing in their careers, is having a positive impact.

We are incredibly proud of our gender representation at Director Level, with a 50:50 representation of women on our Operating Board, further demonstrating our commitment to creating an inclusive culture.

We have also seen an increase in representation of women at our Senior Leadership Level, which has increased to 43%. Our mean and median gender pay gaps have been reduced. This highlights that the gap, between the average earnings of men and women is reducing. Further investment in our Leadership Team has also seen us bring in additional skills and expertise to help drive us forward.

Over the coming year, we will continue to invest in technology, which will further support flexible ways of working. Leadership meetings will be run on a quarterly basis to develop our teams and provide access to improving skills. Alongside all of this, we will be launching Management Training across all levels to upskill our leaders and line managers as well as investing in formal qualifications for our teams.

A handwritten signature in black ink, appearing to read 'Jane Marren'.

Jane Marren - Managing Director

Headline gender pay gap figures

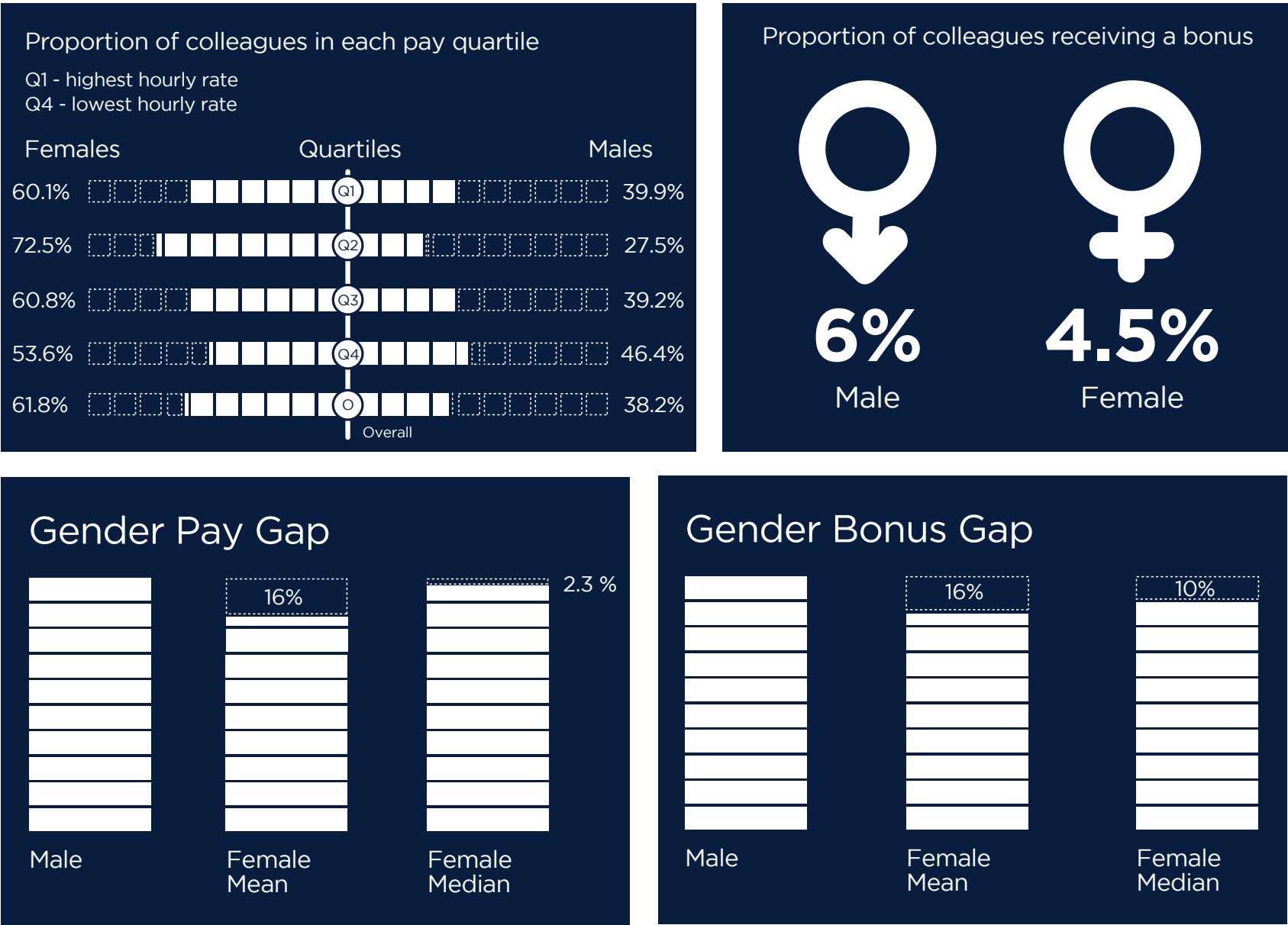
The gender pay gap is defined as the difference between the mean or median hourly rate of pay that male and female colleagues receive.

Mean pay gap

Is the difference between average hourly earnings of men and women.

Median pay gap

Is the difference between the midpoints in the ranges of hourly earnings of men and women. It takes all the salaries in a list, in order from lowest to highest, and picks the middle hourly rate.



I started as a Store Manager at our Grimsby store in July 2013. At Company Shop there are no barriers to success for anyone.

As a single parent working in the retail industry it can be challenging to balance the demands of work and home life.

By enabling me to work flexibly and have control of my working schedule, I've been able to develop my career and take on a new opportunity as Retail Regional Manager North and still be there for my family and personal commitments.

Gemma Edlin, Retail Regional Manager North