

Gender Pay Gap Reporting Supporting Statement

Smith's (Gloucester) Ltd are subject to the Equality Act 2010 (Gender Pay Gap) Regulations 2017 and therefore annually publishes information regarding average earnings of men and women employed by the Company. This is to provide a basic understanding of what the gender pay balance looks like.

At the snapshot date of 5th April 2023, the mean gender pay gap in hourly pay was 3.7. This is the difference between the average hourly rate of pay of males and females, including bonuses and allowances. The mean gender pay gap for the Company remains below the national average and reflects both the large number of senior positions occupied by women and the fair and equal opportunities offered at Smith's (Gloucester) Ltd.

The median gender pay gap of 10.7% depicts the difference between the middle rate of pay (when listed in order) for all male and female employees and is 5% lower than the prior year as a greater proportion of female employees were in the upper two quartiles. Of the total 516 full pay relevant employees on the snapshot date, 87% were male. This is similar to the prior year and is unlikely to change dramatically due to the nature of the services offered by the Company.

The mean gender pay gap in bonus pay for the Company was 42.1 and the median was 41.0%. This is largely due to the majority of bonuses being awarded against operational and health & safety measures, where a higher proportion of employees are male due to the nature of the services offered by the Company.

Targeted Action to Further Reduce Pay Gap

The Company will continue to operate with fairness and equality at the forefront of its strategic operation. This includes but is not limited to:

- continuing to review recruitment policies and processes to ensure fairness and equality
- ongoing review of the recruitment journey from job posting through to job offer and monitoring job advertisements
- monitoring and reporting on the uptake of training
- continuing to support women in returning to work following any period of parental leave
- improving representation of female participants in all aspects of training and development
- assessing our existing development programmes.

