



Smith Brothers Stores Ltd

Unit V2 Winchester Avenue, Blaby,
Leicester. LE8 4GZ.

Tel: 0116 222 7330

Fax: 0116 222 7331

Email: head.office@sbs.co.uk

Smith Brothers Stores Ltd - Gender Pay Reporting

Snapshot date - As of 6th of April 2018

For bonus calculations - this data covers the 12-month period of 1st April 2017 to 31th March 2018

Number of relevant employees: 284

Whilst the board recognise that the mean gender pay gap and bonus gender pay gap percentages continue to be fairly high, this doesn't consider the markets that SBS operate in are typically male dominated and changes to these percentages over time are likely to be slow for several years. The mean gender pay gap has fallen from 40.3% last year to 39.8% this year whilst the mean bonus gender pay gap has fallen from 78% last year to 72.8% this year.

The median gender pay gap has increased from 8.0% last year to 12.3% this year which is a result of employing proportionality more females than males from last year who haven't as yet qualified for a bonus which distorts the median pay gap. However, the median bonus has increased from a negative 94.6% last year to a negative 109.2% this year which means that the median bonus paid to women is now over twice that of male employees. This reflects that female employees are paid very good bonus amounts.

SBS do have several female employees that operate in senior positions such as in Finance, HR, Area Sales managers and Branch Manager level. The proportion of males receiving a bonus has dropped from 88.2% last year to 86.2% this year. For females this has dropped from 87.1% last year to 75.7% this year. This doesn't consider that SBS have increased the number of females employed by over 19% (men 11%) compared to last year and typically, it is newer employees that haven't qualified a bonus.

The quartile analysis demonstrates that female employees are well represented in each of the quartiles and this is further demonstrated in the upper quartile where the number of females has increased from 3 to 5 from last year.

SBS pride themselves on being an equal pay employer and that bonuses are paid fairly regardless of gender. SBS also operate keen HR policies that give equal training opportunities to both male and female employees. SBS also operate flexible working practices where appropriate and will assist employees with their needs if they have child commitments.

SBS are an apprenticeship levy payer and currently have three existing employees that are upskilling via the apprentice levy. SBS has a very high retention rate and have many employees both male and female that have been over the company for over 20 years. This reflects in the package and the flexibility that SBS offers its employees.

Signed on behalf of SBS:

David Bryson

Finance Director

Date: 29th March 2019



Smith Brothers Stores Ltd

Unit V2 Winchester Avenue, Blaby,
Leicester. LE8 4GZ.

Tel: 0116 222 7330

Fax: 0116 222 7331

Email: head.office@sbs.co.uk

Data:

SBS mean gender pay gap	39.8%
SBS median gender pay gap	12.3%
SBS mean bonus gender pay gap	72.8%
	-
SBS median bonus gender pay gap	109.2%
SBS proportion of males receiving a bonus payment	86.2%
SBS proportion of females receiving a bonus payment	75.7%

Of the 71 employees in the lower quartile, 58 are male and 13 are female. This means 81.7% are male and 18.3% are female.

Of the 71 employees in the lower middle quartile, 59 are male and 12 are female. This means 83.1% are male and 16.9% are female.

Of the 71 employees in the upper middle quartile, 64 are male and 7 are female. This means 90.1% are male and 9.9% are female.

Of the 71 employees in the upper quartile, 66 are male and 5 are female. This means 93.0% are male and 7.0% are female.