



## Smith Brothers Stores Ltd

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

Tel: 0116 222 7330

Email: [head.office@sbs.co.uk](mailto:head.office@sbs.co.uk)

### Smith Brothers Stores Ltd – Gender Pay Reporting

**Snapshot date – As of 6<sup>th</sup> of April 2023**

**For bonus calculations - this data covers the 12-month period of 1<sup>st</sup> April 2022 to 31<sup>st</sup> March 2023**

**Number of relevant employees: 491**

Whilst the board recognise that the mean 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 increased slightly from 35.2% last year to 38.1% this year whilst the mean bonus gender pay gap has decreased from 74.8% last year to 71.0% this year.

The median gender pay gap has decreased slightly from 7.1% last year to 1.2% this year. The median bonus has increased from a negative 17.5% last year to a positive 15.8% this year. This still demonstrates that SBS female employees get paid good bonuses.

SBS do have several female employees that operate in senior positions such as in Finance, HR, Buying, Branch Manager level and Area Sales managers. The proportion of males receiving a bonus has increased from 85.0% last year to 87.1% this year. For females this has increased from 90.7% last year to 90.9% this year. This is a great achievement given that SBS have increased the number of females employed by 22% compared to last year. Usually, it's new employees that don't qualified for a bonus which limits how high this percentage can go.

The quartile analysis demonstrates that female employees are well represented in each of the quartiles and this is further demonstrated in that the number of females has increased in all four categories.

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 a number of 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: 9<sup>th</sup> February 2024



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### Data:

SBS mean gender pay gap	38.1%
SBS median gender pay gap	1.2%
SBS mean bonus gender pay gap	71.0%
SBS median bonus gender pay gap	15.8%
SBS proportion of males receiving a bonus payment	87.1%
SBS proportion of females receiving a bonus payment	90.9%

Of the 123 employees in the lower quartile, 109 are male and 14 are female. This means 88.6% are male and 11.4% are female.

Of the 123 employees in the lower middle quartile, 101 are male and 22 are female. This means 82.1% are male and 17.9% are female.

Of the 123 employees in the upper middle quartile, 106 are male and 17 are female. This means 86.2% are male and 13.8% are female.

Of the 122 employees in the upper quartile, 109 are male and 13 are female. This means 89.3% are male and 10.7% are female.