



Smith Brothers Stores Ltd

Unit V2 Winchester Avenue, Blaby,
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Smith Brothers Stores Ltd - Gender Pay Reporting

Snapshot date – As of 6th of April 2019

For bonus calculations - this data covers the 12-month period of 1st April 2018 to 31st March 2019

Number of relevant employees: 330

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 again fallen from 39.8% last year to 39.5% this year whilst the mean bonus gender pay gap has risen from 72.8% last year to 77.1% this year.

The median gender pay gap has decreased from 12.3% last year to 7.0% this year. The median bonus has decreased from a negative 109.2% last year to a negative 37.4% this year which means that the median bonus paid to women is now over a third more than 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 increased from 86.2% last year to 87.4% this year. For females this has increased from 75.7% last year to 88.9% this year. This is a great achievement given that SBS have increased the number of females employed by over 21% (men 15%) 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 middle quartile where the number of females has increased from 7 to 13 from last year and also in the lower middle quartile where the number of females has increased from 12 to 16.

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: **27th March 2020**



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Data:

SBS mean gender pay gap	39.5%
SBS median gender pay gap	7.0%
SBS mean bonus gender pay gap	77.1%
SBS median bonus gender pay gap	-37.4%
SBS proportion of males receiving a bonus payment	87.4%
SBS proportion of females receiving a bonus payment	88.9%

Of the 83 employees in the lower quartile, 72 are male and 11 are female. This means 86.7% are male and 13.3% are female.

Of the 82 employees in the lower middle quartile, 66 are male and 16 are female. This means 80.5% are male and 19.5% are female.

Of the 82 employees in the upper middle quartile, 69 are male and 13 are female. This means 84.1% are male and 15.9% are female.

Of the 83 employees in the upper quartile, 78 are male and 5 are female. This means 94.0% are male and 6.0% are female.