



Smith Brothers Stores Ltd

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

Tel: 0116 222 7330

Email: head.office@sbs.co.uk

Smith Brothers Stores Ltd – Gender Pay Reporting

Snapshot date – As of 6th of April 2024

For bonus calculations - this data covers the 12-month period of 1st April 2023 to 31st March 2024

Number of relevant employees: 534

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 decreased from 38.1% last year to 32.0% this year whilst the mean bonus gender pay gap has increased from 71.0% last year to 76.4% this year.

The median gender pay gap has decreased from 1.2% last year to minus 4.8% this year. The median bonus has decreased from 15.8% last year to 8.0% this year. This demonstrates that SBS female employees still 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 decreased from 87.1% last year to 83.2% this year. For females this has also decreased from 90.9% last year to 85.9% this year. This is a great achievement given that SBS have increased the number of females employed by 8% 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 is committed to being an equal pay employer, ensuring that bonuses are awarded fairly and without regard to gender. We take pride in our inclusive HR policies, which provide equal training and development opportunities for all employees, regardless of gender. SBS also offers flexible working practices where appropriate, supporting employees with child care commitments and other personal needs.

As an apprenticeship levy payer, SBS actively invests in the growth of our employees, with several team members currently upskilling through the apprenticeship scheme. Our company boasts a high retention rate, with many employees—both male and female—having been with us for over 20 years. This reflects the value we place on offering competitive packages and the flexibility needed to support our diverse workforce.

Signed on behalf of SBS:

David Bryson – Finance Director

Date: 29th January 2025



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Data:

SBS mean gender pay gap	32.0%
SBS median gender pay gap	-4.8%
SBS mean bonus gender pay gap	76.4%
SBS median bonus gender pay gap	8.0%
SBS proportion of males receiving a bonus payment	83.2%
SBS proportion of females receiving a bonus payment	85.9%

Of the 134 employees in the lower quartile, 120 are male and 14 are female. This means 89.6% are male and 10.4% are female.

Of the 133 employees in the lower middle quartile, 118 are male and 15 are female. This means 88.7% are male and 11.3% are female.

Of the 133 employees in the upper middle quartile, 104 are male and 29 are female. This means 78.2% are male and 21.8% are female.

Of the 134 employees in the upper quartile, 121 are male and 13 are female. This means 90.3% are male and 9.7% are female.