

Majestic Wine- Gender Pay Gap

(Total UK Year to 5 April 2022)

	Mean		Median	
	2022	2021	2022	2021
Hourly Rate	0.5% Lower than men	1.2% Lower than men	0.15% Higher than men	0.5% Higher than men
Bonus Pay	26.0% Lower than men	13.2% Lower than men	18.7% Lower than men	18.3% Lower than men
Who received bonus payments?				
	2022		2021	
	93% of men	90% of women	86% of men	73% of women
How many men and women are in each quartile of the employment payoff?				
Quartile	Men		Women	
	2022	2021	2022	2021
Top	66.3%	66.9%	33.7%	33.1%
Upper Middle	74.7%	69.3%	25.3%	30.7%
Lower Middle	73.7%	68.2%	26.3%	31.8%
Lower	69.1%	69.9%	30.9%	30.1%

As of the snapshot date up to 5th April 2022, Majestic Wine Warehouse employed 1,247 full pay relevant people, with women making up almost 30% of the total workforce. Our average hourly pay rate for women is 0.5% lower than for men, in 2021 the gap was 1.2% lower than for men so there has been improvement in this regard. In comparison, the UK average for 2022 was 8.3% in favour of men, therefore our figures continue to be significantly below the national average and showing a gap closure over the last two years. The bonus payment gap of 26% has increased from 13.2% due to the payment of annual bonuses for our support centre colleagues which had not been paid in previous years and this cohort includes some of our highest paid colleagues.

Many of the roles at Majestic attract a higher proportion of men than women due to the manual nature of the work both in the stores and particularly in the warehouses and logistic functions. We recognise there is still more work to do in attracting women into these roles, so we are continuing to work with our resourcing teams to understand how we can make ourselves known to these target demographic groups particularly within our Commercial, Account Management roles.

We are also committed to finding ways to attract and retain women and other under-represented groups into our business and to provide opportunities for development and advancement to address this imbalance, we hope this will then enable us to offer more opportunities for our female employees to move into more senior, leadership roles. Our hourly rate comparison is in favour again of women, as per the previous year, but we acknowledge that we still need to become more representative across all levels, with women representing only a third of our workforce. We have taken steps to make Majestic a more attractive employer for women through our enhanced maternity support and flexible job availability with the opportunity to work part time in many of the roles.

Signed: Jacqui Rouse

Position: People Director

Date: 8th March 2023