

Majestic Wine- Gender Pay Gap

Majestic Wine continues to pay monthly and quarterly bonus payments in the distribution, retail and commercial teams and the distribution and retail teams have seen significant payments over the last 12 months.

The annual performance bonus scheme that includes the support centre teams did not make a payment this year which mirrors the position in 2019.

In our retail teams the bonus gap closed down to a difference of £50 between men and women when this scheme is examined in isolation.

Some key support centre employees received ad hoc bonuses relating to the sale of the business this year and therefore this is not a reflection of what we would typically expect to see in our results.

(Total UK Year to 5 April 2020)

	Mean		Median	
	2020	2019	2020	2019
Hourly Rate	3.5% Higher than men	10% Higher than men	1.3% Higher than men	0.6% Higher than men
Bonus Pay	12.7% Lower than men	8.5% Lower than men	9.2% Lower than men	13.7% Lower than men

Who received bonus payments?	2020		2019	
	88% of men	90% of women	88% of men	85% of women
How many men and women are in each quartile of the employment payoff?				
Quartile	Men		Women	
	2020	2019	2020	2019
Top	68.2%	66.7%	31.8%	33.3%
Upper Middle	70%	72.7%	30%	27.3%
Lower Middle	73%	71.2%	27%	28.8%
Lower	71.7%	71.2%	28.3%	28.8%

At the snapshot date, 5th April 2020, Majestic Wine Warehouse employed 1171 full pay relevant people, with women making up 29% of the total workforce. Our average hourly pay rate for women is 3.6% higher than for men, which is more in balance than our unpublished 2019 10% gap favourable to women, and compared with the UK average of 8.9% favourable to men in 2019.

A significant number of roles in Majestic attract a higher proportion of men than women due to the manual nature of the work in the warehouses as well as delivery roles. We are committed to continuing to find ways to retain and attract women, as well as other under-represented groups, into our business and to provide opportunities for development and advancement to address this imbalance.

Whilst our hourly rate comparison is favourable, we acknowledge that we still need to become more representative across all levels with women representing only 29% 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 plenty of part time positions available.

Signed: Keith Blessley

Position: Store Operations Director

Date: 12 November 2020