

## Majestic Wine- Gender Pay Gap

(Total UK Year to 5 April 2021)

	Mean		Median	
	2021	2020	2021	2020
<b>Hourly Rate</b>	1.2% Lower than men	3.5% Higher than men	0.5% Higher than men	1.3% Higher than men
<b>Bonus Pay</b>	13.2% Lower than men	12.7% Lower than men	18.3% Lower than men	9.2% Lower than men
<b>Who received bonus payments?</b>				
<b>Who received bonus payments?</b>	2021		2020	
	86% of men	73% of women	88% of men	90% of women
<b>How many men and women are in each quartile of the employment payoff?</b>				
Quartile	Men		Women	
	2021	2020	2021	2020
<b>Top</b>	66.9%	68.2%	33.1%	31.8%
<b>Upper Middle</b>	69.3%	70%	30.7%	30%
<b>Lower Middle</b>	68.2%	73%	31.8%	27%
<b>Lower</b>	69.9%	71.7%	30.1%	28.3%

Majestic Wine continues to pay monthly and quarterly bonus payments in the distribution and retail teams and these 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 2020. A payment is expected in 2021.

In our retail teams the bonus gap closed down to an average difference of £100 between men and women when this scheme is examined in isolation, this gap has increased from £50 in 2020.

As of the snapshot date, 5<sup>th</sup> April 2021, Majestic Wine Warehouse employed 1,222 full pay relevant people, with women making up 31% of the total workforce. Our average hourly pay rate for women is 1.2% lower than for men, in 2020 the gap was 3.5% in favour of women. Compared with the UK average of 7.4% among full time employees favourable to men in 2020.

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 more work to do in attracting women into these roles so we are working with our recruiting teams to understand how we can more specifically make ourselves known to these target groups.

We are also committed to continuing to find ways to not only attract but also retain women and other under-represented groups, into our business and to provide opportunities for development and advancement to address this imbalance, this we hope will also enable to us to be able to offer more opportunities for our female employees to move into more senior, leadership roles. Our hourly rate comparison is less favourable than in 2020 and we acknowledge that we still need to become more representative across all levels with women representing only 31% 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.

In addition we currently reviewing our bonus schemes particularly for our commercial positions to make them more attractive and equitable.

***Signed: Jacqui Rouse***

***Position: People Director***

***Date: 8<sup>th</sup> July 2021***