

## Majestic Wine Warehouses Ltd – Gender Pay Gap

(Total UK Year to 5 April 2024)

	Mean			Median		
	2024	2023	2022	2024	2023	2022
Hourly rate	4.2% Higher than men	2.7% Higher than men	0.5% Lower than men	2.6% Higher than men	3.4% Higher than men	0.15% Higher than men
Bonus Pay	8.5% Lower than men	14.7% Lower than men	26.0% Lower than men	1.9% Lower than men	3.2% Higher than men	18.7% Lower than men
Who received bonus payments?	2024		2023		2022	
	93% of women	95% of men	89% of women	91% of men	90% of women	93% of men
<b>How many men and women are in each quartile of the employment payoff?</b>						
Quartile	Men			Women		
	2024	2023	2022	2024	2023	2022
Top	64.6%	69.4%	66.3%	35.4%	30.6%	33.7%
Upper Middle	75.9%	70.0%	74.7%	24.1%	30.0%	25.3%
Lower Middle	75.5%	77.1%	73.7%	24.5%	22.9%	26.3%
Lower	73.8%	73.5%	69.1%	26.2%	26.5%	30.9%

As of the snapshot date, 5<sup>th</sup> April 2024, Majestic Wine Warehouses Ltd employed 1,358 full pay relevant people, with women continuing to make up 28% of the total workforce, as in 2023. Our average hourly pay rate for women is 4.2% higher than for men, and in 2023 the gap was 2.7% higher than men. In comparison, the UK average for 2024 was 11.7% in favour of men – therefore our figures are again significantly better than the national average and demonstrate our continuing positive trend over recent years.

Many of the roles we offer at Majestic continue to attract a higher proportion of men than women. This is due to the manual nature of the work undertaken in our stores and particularly in our 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 recruiting and Learning & Development colleagues to understand how we can be a more attractive employer to those target demographic groups.

We are also committed to finding new ways to attract and retain women – and other under-represented groups generally – into our business and to provide opportunities for development and advancement. We hope that this will then enable us to offer more opportunities for our female colleagues to move into more senior, leadership roles. It is pleasing to see that we are already making strong progress on this journey, with our Top Quartile of colleagues now comprising 35.4% women – an increase of almost 5 percentage points year-on-year. Our hourly rate comparison is in favour of women, as per the previous year, but we acknowledge that we still need to become more representative across all levels.

***Signed: Jacqui Rouse***

***Position: People Director***

***Date: 17 February 2025***