

Majestic Wine- Gender Pay Gap

(Total UK Year to 5 April 2025)

	Mean			Median		
	2025	2024	2023	2025	2024	2023
Hourly rate	1.7% Higher than men	4.2% Higher than men	2.7% Higher than men	1.18% Higher than men	2.6% Higher than men	3.4% Higher than men
Bonus Pay	7.99% Lower than men	8.5% Lower than men	14.7% Lower than men	16.98% Higher than men	1.9% Lower than men	3.2% Higher than men
Who received bonus payments?	2025		2024		2023	
	86% of women	89% of men	93% of women	95% of men	89% of women	91% of men
How many men and women are in each quartile of the employment payoff?						
Quartile	Men			Women		
	2025	2024	2023	2025	2024	2023
Top	67.3%	64.6%	69.4%	32.7%	35.4%	30.6%
Upper Middle	72.3%	75.9%	70.0%	27.7%	24.1%	30.0%
Lower Middle	75.7%	75.5%	77.1%	24.3%	24.5%	22.9%
Lower	74.6%	73.8%	73.5%	25.4%	26.2%	26.5%

As of the snapshot date, 5th April 2025, Majestic Wine Warehouse employed 1,399 full-pay relevant people, with women continuing to make up 28% of the total workforce (compared to 2023 and 2024). Our average hourly pay rate for women is 1.7% higher than for men. In comparison, the UK average for 2024 was 13.1% in favour of men, an increased gap compared to 2023. However, our figures continue to be significantly below the national average and reflect our continuing trend of a gap swing over recent years.

Many of the roles at Majestic continue to 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 are continuing to work with our recruiting teams to understand how we can make ourselves known to and attract women into these 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. We have recently launched a Female Leadership development programme, aimed at future board level leaders across the Majestic Group. 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 28% 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, and commit to reviewing our family leave policies this year.

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

Signed Hannah Finnikin

Position: People Director

Date: April 2026