

## Majestic Wine- Gender Pay Gap

(Total UK Year to 5 April 2023)

	Mean			Median		
	2023	2022	2021	2023	2022	2021
Hourly rate	2.7% Higher than men	0.5% Lower than men	1.2% Lower than men	3.4% Higher than men	0.15% Higher than men	0.5% Higher than men
Bonus Pay	14.7% Lower than men	26.0% Lower than men	13.2% Lower than men	3.2% Higher than men	18.7% Lower than men	18.3% Lower than men
Who received bonus payments?	2023		2022		2021	
	91% of men	89% of women	93% of men	90% of women	93% of men	90% of women
How many men and women are in each quartile of the employment payoff?						
Quartile	Men			Women		
	2023	2022	2021	2023	2022	2021
Top	69.4%	66.3%	66.9%	30.6%	33.7%	33.1%
Upper Middle	70.0%	74.7%	69.3%	30.0%	25.3%	30.7%
Lower Middle	77.1%	73.7%	68.2%	22.9%	26.3%	31.8%
Lower	73.5%	69.1%	69.9%	26.5%	30.9%	30.1%

As of the snapshot date, 5<sup>th</sup> April 2023, Majestic Wine Warehouse employed 1,240 full pay relevant people, with women making up 28% of the total workforce. Our average hourly pay rate for women is 2.7% higher than for men, in 2022 the gap was 0.5% lower than for men. In comparison, the UK average for 2023 was 3.9% in favour of men, therefore our figures are still significantly below the national average and showing a gap swing over the last two 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 recognise there is still more work to do in attracting women into these roles, so we are continuing to work with our recruiting and talent teams to understand how we can make ourselves more attractive to these target demographic groups.

We are 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, this in turn will enable us to offer more opportunities to 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 28% of our workforce. We continue to take steps to make Majestic a more attractive employer for women through flexible job availability across many of our roles.

In addition we have enhanced our pay structure for the Retail teams and continue to review our bonus schemes for our commercial positions to make them more attractive and equitable.

***Signed: Jacqui Rouse***

***Position: People Director***

***Date: 30<sup>th</sup> March 2024***