

## Gender Pay Gap Report

The following information details the annual Barclay and Mathieson Group gender pay gap, under the Equality Act 2010 Regulations 2017. This information is based on the snapshot date of April 2025.

### What is Gender Pay Gap?

The Gender Pay Gap legislation, requires an employer with 250 employees or more to report their gender pay gap analysis on an annual basis using the following metrics:

- Proportion of men and women in each pay quartile
- Mean gender pay gap
- Median gender pay gap
- Mean bonus pay gap
- Median bonus pay gap
- Percentage of men and women receiving bonus pay

The gender pay gap is defined as the difference in average earnings (mean and median) between men and women, regardless of the seniority of their role. This is unlike equal pay, which refers to paying men and women the same amount for the same or similar work. The gender pay gap is the difference in average pay between men and women in the organisation.

For the B&M Group, the above metrics are detailed further below.

### Our Proportion of men and women in each pay quartile

Percentage of Men and Women in Each Hourly Pay Quarter		
Quartile	Men	Women
Lower Hourly Pay Quartile	88	12
Low to middle Hourly Pay Quartile	76	24
Middle to Upper Hourly Pay Quartile	81	19
Upper Hourly Pay Quartile	81	19

### Our Mean Gender Pay Gap

8.9

The mean average pay of all men in the group was 8.9% higher than the mean average pay of all women in the group. This has closed from 9.5% compared to the last report

### Our Median Gender Pay Gap

-0.7

The median average pay of all men in the group was 0.7% lower than the median average pay of all women in the group.

### Our Mean Bonus Pay Gap

69.9

The mean average bonus of all men in the group was 69% higher than the mean average bonus pay of all women in the group.

## Our Median Bonus Pay Gap

-50

The median average bonus of all men in the group was 50% lower than the median average bonus pay of all women in the group

## Percentage of Men and Women receiving Bonus Pay

42.1%

The percentage of Men receiving bonus

48.3%

The percentage of Women receiving bonus

## Comments

The Group are committed to create the environment and opportunity that allows all employees to grow and develop their careers in the business. We also understand the benefits of diversity across the workforce and we are committed to develop the tools that attract existing and new entrants to our business. As such, we continue to develop our employee proposition, policies and recruitment methods to ensure we are providing equal opportunities and agility for our people and those joining us.

Barclay and Mathieson Group aim to ensure transparency and fairness in relation to pay and bonus across the business. This is continually reviewed, annually in conjunction with the company pay review which takes place in April each year. Any changes are recommended to take into account the role, role requirement, scope and breadth of responsibility. As such, our goal is to ensure that we are fair and transparent with any adjustments to the levels of reward for our employees alongside external market rate analysis. As such we believe that our levels of pay and benefits across the Group are reflective of the different roles and responsibilities that these roles attract widely across the industry sector.

## Mark Morgan

### Chief People Officer

Confirms that the information and data provided in this report is accurate and in line with the UK Government's Equality Act 2010 (Gender Pay Gap Information) Regulations 2017