



As part of our obligations under the gender pay gap legislation, we present our Gender Pay statistics. These statistics have been uploaded to the Government portal and the data is presented as at **4 April 2018**.

| Figure | | |
|--|-------|---|
| Mean Gender Pay Gap | 17.0% | Shows that the average male employee hourly rate is 17.0% higher than female employees. |
| Median Gender Pay Gap | 2.5% | Shows that the median male employee hourly rate is 2.5% higher than female employees. |
| Mean Bonus Gender Pay Gap | 26.3% | Shows that when calculating the average male employee bonus payment versus female employees, male bonus payments are higher 26.3% higher. |
| Median Bonus Gender Pay Gap | 9.7% | Shows that when calculating the median male employee bonus payment versus female employees, average male bonus payments are 9.7% higher. |
| Proportion of Males Receiving Bonus | 19.0% | Shows the percentage of male employees receiving bonus. |
| Proportion of Females Receiving Bonus | 10.9% | Shows the percentage of female employees receiving bonus. |

Proportion of Male / Female employees in each Quartile

| | Male | Female |
|--------------|-------------|---------------|
| Upper | 38% | 62% |
| Upper Middle | 19% | 81% |
| Lower Middle | 9% | 91% |
| Lower | 22% | 78% |

Whilst reviewing the Gender Pay analysis, the Company found that there was an improvement in how much women earned for every £1 that men do; when comparing against the previous years' data. The Company still operates a transparent Bonus Structure across eligible employees; carrying the same objective criteria for achievement. Further analysis confirms that when comparing to the previous year, the percentage of female employees receiving bonus increased from 5.7% to 10.9%.

James Convenience Retail Limited is committed to promoting itself as an equal opportunity employer and will provide the same level of opportunity to any applicant or employee of the Company; irrespective of any personal characteristics. The Company is continuously working to find ways of improving its Gender Pay statistics.

I declare the above data is accurate as of 4 April 2018.
 Mark Titterton – James Convenience Retail, Chief Executive
 4 April 2019



As part of our obligations under the gender pay gap legislation, we present our Gender Pay statistics. These statistics have been uploaded to the Government portal and the data is presented as at 5 April 2017.

| Figure | | |
|--|--------|---|
| Mean Gender Pay Gap | 13.0% | Shows that the average male employee hourly rate is 13.0% higher than female employees. |
| Median Gender Pay Gap | 2.6% | Shows that the median male employee hourly rate is 2.6% higher than female employees. |
| Mean Bonus Gender Pay Gap | -15.1% | The minus % figure shows that when calculating the average male employee bonus payment versus female employee, female bonus payments are higher. |
| Median Bonus Gender Pay Gap | -20.3% | The minus % figure shows that when calculating the median male employee bonus payment versus female employee, average female bonus payments are higher. |
| Proportion of Males Receiving Bonus | 15.3% | Shows the percentage of male employees receiving bonus. |
| Proportion of Females Receiving Bonus | 5.7% | Shows the percentage of female employees receiving bonus. |

Proportion of Male / Female employees in each Quartile

| | Male | Female |
|--------------|-------------|---------------|
| Upper | 30% | 70% |
| Upper Middle | 17% | 83% |
| Lower Middle | 17% | 83% |
| Lower | 17% | 83% |

The retail sector can offer a number of flexible working opportunities which may suit certain individuals in differing ways. Whilst conducting the Gender Pay analysis, the Company found no evidence of where any pay or bonus was paid proportionately higher to any male employee; even discovering that bonus pay was higher in female employees. Analysis further confirmed that bonus pay is awarded on objective achievements only and the number of female employees in Management roles in our stores, is higher than male employees.

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I declare the above data is accurate as of 5 April 2017.

Mark Titterton – James Convenience Retail, Chief Executive
22 March 2018