



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 **31 March 2020**.

Figure		
Mean Gender Pay Gap	15.3%	Shows that the average male employee hourly rate is 15.3% higher than female employees.
Median Gender Pay Gap	2.0%	Shows that the median male employee hourly rate is 2.0% higher than female employees.
Mean Bonus Gender Pay Gap	13.9%	Shows that when calculating the average male employee bonus payment versus female employees, male bonus payments are higher 13.9% higher.
Median Bonus Gender Pay Gap	4%	Shows that when calculating the median male employee bonus payment versus female employees, average male bonus payments are 4% lower.
Proportion of Males Receiving Bonus	21.4%	Shows the percentage of male employees receiving bonus.
Proportion of Females Receiving Bonus	14.2%	Shows the percentage of female employees receiving bonus.

Proportion of Male / Female employees in each Quartile

	Male	Female
Upper	45%	55%
Upper Middle	31%	69%
Lower Middle	11%	89%
Lower	30%	70%

Whilst reviewing the Gender Pay analysis, the Company found that there was a 2% decline 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 decreased from 15.4% to 14.2%; however it was also found that women received 4% more in bonus payments than men.

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, and recognises the requirement to return to the trend of improvement that has been seen in previous years' reporting.

I declare the above data is accurate as of 31 March 2020.
 Mark Titterton – James Convenience Retail, Chief Executive
 30 March 2021



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 2019**.

Figure		
Mean Gender Pay Gap	13.3%	Shows that the average male employee hourly rate is 13.3% higher than female employees
Median Gender Pay Gap	2.0%	Shows that the median male employee hourly rate is 2% higher than female employees.
Mean Bonus Gender Pay Gap	7.2%	Shows that when calculating the average male employee bonus payment versus female employee, male bonus payments are 7.2% higher.
Median Bonus Gender Pay Gap	6.9%	Shows that when calculating the median male employee bonus payment versus female employees, average male bonus payments are 6.9% higher.
Proportion of Males Receiving Bonus	23.2%	Shows the percentage of male employees receiving bonus.
Proportion of Females Receiving Bonus	15.4%	Shows the percentage of female employees receiving bonus.

Proportion of Male / Female employees in each Quartile

	Male	Female
Upper	40%	60%
Upper Middle	25%	75%
Lower Middle	13%	87%
Lower	30%	70%

Whilst reviewing the Gender Pay analysis, the Company found that there was once again an improvement in how much women earned for every £1 that men do; when comparing against the previous years' data. Since 2018, the Company has reviewed and amended its bonus scheme, in addition to introducing a further bonus scheme based upon store performance across eligible employees; carrying the same objective criteria for achievement. This has meant that the Mean Bonus Gender Pay Gap has decreased significantly from 26.3% to 7.2%. Further analysis confirms that when comparing to the previous year, the percentage of female employees receiving bonus once again increased from 10.9% to 15.4%.

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 2019.

Mark Titterton – James Convenience Retail, Chief Executive

31 March 2020