



Gender Pay Gap Report 2020

Since we first started reporting on gender pay gap the business has gone through metamorphosis change. We have changed what was a multisite business diversified into multiple marketplaces and sectors in to a one site, one vision, one focus business.

2020 on the surface shows a gender pay gap that is growing. However, in reality it is actually showing the beginning of significant change, that by virtue of the changes had an indirect impact on these numbers.

Given we have a clear line of sight for 2021 we anticipate that this figure will once again shift dramatically towards a narrowing pay gap for our next reporting period.

The Board has been revamped and we now have a distinct gender balance, with an equal split of male and female executive Board members.

There have also been a number of significant promotions across the business, leading to a senior operational management team that now has a more balanced proportion of male and female colleagues.

Both of which have been deliberate strategies, stopping short of positive bias. Our focus will always be on ensuring we have the best person for the role, no matter what their gender.

Part of the transformation has seen some high paid employees leave who may have skewed this reporting periods figures disproportionately.

For instance when comparing the previous reporting period with this reporting period we can see the Rude Wines business which was included in our previous numbers is not included in the new numbers. With Rude Wines no longer part of our business portfolio we will have seen a majority female leadership team leave the business, impacting our overall gender pay gap in the short term. The business leaving the portfolio was a business decision not focused in any way shape of form on gender. Why would it be? However, we have to acknowledge that it has impacted our numbers inadvertently.

Areas such as bonus are impacted by some anomalies too. Both our Sales team and Account Management teams, in Bill Payments and Card Services are female led. With the pandemic our ability to go out to customers and sell directly has been impacted. The all-female leadership team in this is likely to see a significant shift towards a more positive or balanced report on bonuses in our next gender pay reporting period.

2020	
Difference in hourly rate of pay – mean	22.7%
Difference in hourly rate of pay – median	28.6%
Difference in bonus pay – mean	-25.5%
Difference in bonus pay – median	20%
Percentage of employees who received bonus pay	Males who received bonus pay % - 11.18% Females who received bonus pay % - 12.17%
Employees by pay quartile Upper quartile	Male % - 73.91% Female % - 26.09%
Employees by pay quartile Upper middle quartile	Male % - 69.57% Female % - 30.43%
Employees by pay quartile Lower middle quartile	Male % - 49.28% Female % - 50.72%
Employees by pay quartile Lower quartile	Male % - 40.58% Female % - 59.42%