

Gender Pay Gap Report

For the reporting year ended 5 April 2023

Welcome from

DEBBIE HARDING
CHIEF PEOPLE &
CORPORATE OFFICER

March 2024

Our brand purpose is championing garden living, bringing happiness to all. In line with this, we're proud to have a culture that allows our team to thrive. We are committed to supporting every colleague to have the opportunity to develop their career and grow with us.

We have a diverse and inclusive workplace where everyone feels a sense of belonging and is able to be themselves. It's important that everyone is able to make the best use of their skills and talents, free from discrimination or harassment, with decisions that are based on merit. We're confident that all colleagues, male and female, are paid fairly for the valuable roles they fulfil within Dobbies. The snapshot date for this year's report was 5 April 2023, and we're pleased to report that this year was more consistent with pre-Covid performance.

We remain comfortable that everyone at Dobbies is treated equally and remunerated consistent with their role and contribution to the business. Where we identify any gaps, we are committed to understanding the reasons why and to address them.

Understanding the Gender Pay Gap

WHAT IS THE GENDER PAY GAP

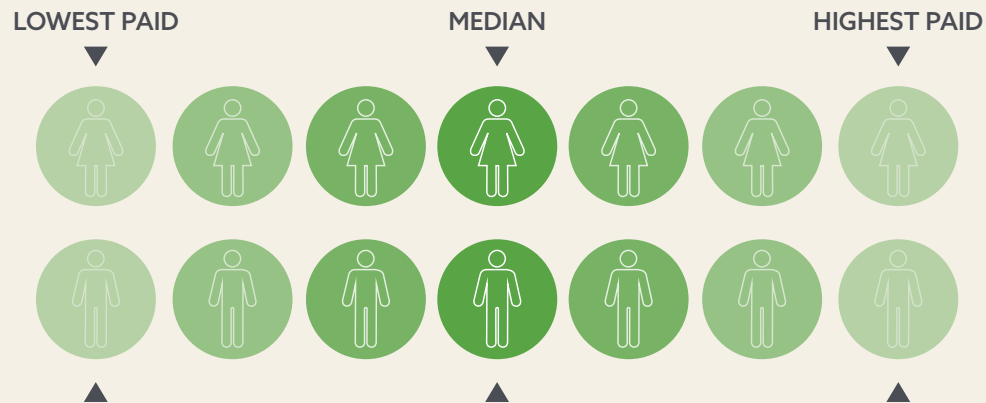
The Gender Pay Gap is a measure of the difference between the average pay of men and women across an organisation expressed as a percentage of male earnings.

This is not the same as equal pay. Equal pay means that men and women in the same employment performing equal work must receive equal pay, as set out in the Equality Act 2010.

HOW ARE THE MEDIAN AND MEAN GAPS CALCULATED

Using the calculations set out in the regulations we initially analysed the pay data of approximately 3,300 colleagues.

Imagine a picture where all our female colleagues stood side by side with the highest paid on the right and the lowest on the left. The same for our male colleagues. The Median Gender Pay Gap is the difference in average pay between the female and male colleagues in the middle of their respective lines.



The Mean Gender Pay Gap is the difference between the average hourly rate of men and women. These median and mean calculations are also carried out when comparing bonus pay over a 12 month period. The proportion of men and women awarded any bonus pay is also reported.

Dobbies Gender Pay Gap 2023

NATIONAL AVERAGE

The overall National Average Median Pay Gap is **14.3%** and the Mean Pay Gap is **13.2%**. For the retail sector the National Average Median Pay Gap is **7.3%** and the Mean Pay Gap is **13.5%**.

(Based on estimates from ASHE Survey 2023 provisional)

	Median	Mean
Gender Pay Gap	1.70%	17.60%
Gender Bonus Gap	-21.45%	-21.45%

	Male	Female
Percentage of employees receiving a bonus	0.09%	0.05%
Proportion of employees in each quartile band	Upper Quartile	54%
	Upper Middle Quartile	69%
	Lower Middle Quartile	71%
	Lower Quartile	67%



Understanding the Gender Pay Gap

EMPLOYEES

Our pay gap data is based on **3300** employees



35%
OF EMPLOYEES
ARE MEN



65%
OF EMPLOYEES
ARE WOMEN

PAY GAP

Our median pay gap is **1.7%**



£1



98p

The UK average*
median pay gap is

14.3%

The Retail average*
median pay gap is

7.3%

*Based on estimates from ASHE Survey 2023 provisional

BONUS GAP

Median gender
bonus gap

-21.45%

Mean gender
bonus gap

-21.45%

% of team members
receiving a bonus



0.05%



0.09%