

Gender Pay Gap Report 2024

Welcome

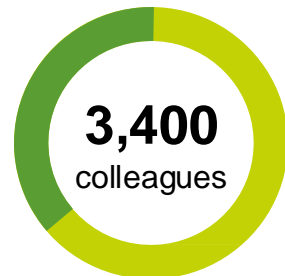
Our Values

We're one team,
getting better
everyday

We bring
a smile

We live
and breathe
gardens

We make
it work for our
customers



At Dobbies, we champion the joy of garden living. In line with this brand purpose, we're proud to have a values-led 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 talent, 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 2024, and with 3,400 colleagues at that time (65% of whom are female), we're pleased to report a median pay gap of 1.6% which is smaller than that of both retail and UK averages.

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.

Debbie Harding
Chief People & Corporate Officer
March 2025

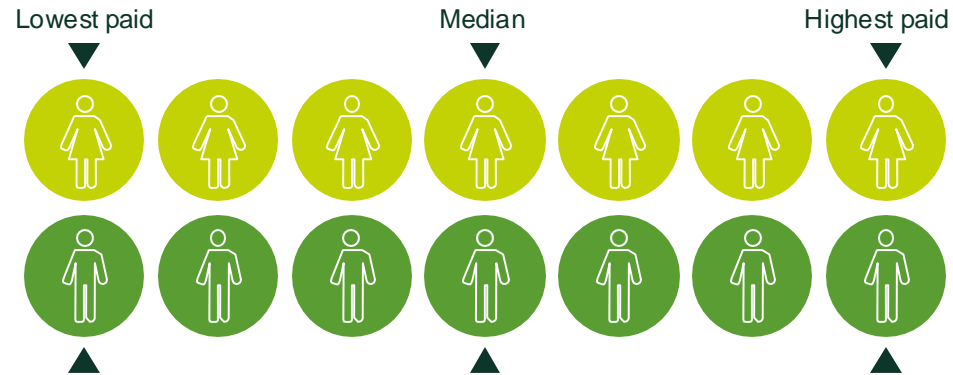
Understanding the Gender Pay Gap

Explaining 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.

We are required to report on our gender pay gap each April in line with the Equality Act 2010 (Gender Pay Gap Information) Regulations 2017.



How the median and mean gaps are calculated

Using the calculations set out in the regulations, we analysed the pay data of approximately 3,400 colleagues. The Median Gender Pay Gap is the difference in average pay between 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, and the proportion of men and women awarded any bonus pay is also reported.

A positive median and mean indicates the extent to which women earn, on average, less than men. A negative median and mean indicates the extent to which men earn, on average, less than women.

Gender Pay Gap Report

5 April 2024

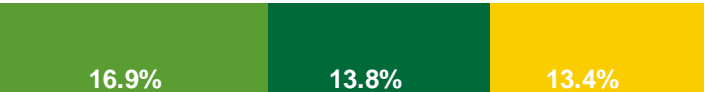
Median pay gap




1.62%



Mean pay gap

16.9%

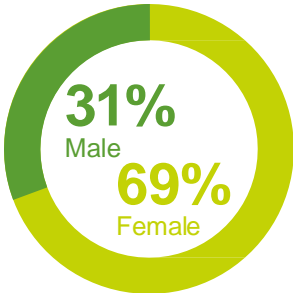


-  Dobbies
-  National Average (ASHE Survey 2024)
-  UK National Average Retail (ASHE Survey 2024)

Bonus gap

Our median and mean bonus gap for 2024 is 0%.

Lower quartile



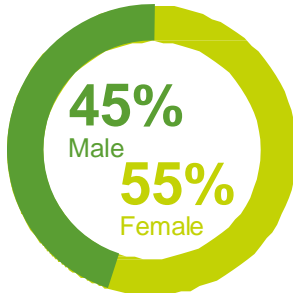
Lower middle quartile



Upper middle quartile



Upper quartile



% of colleagues who received a bonus



0.04%
Female



0%
Male

