



PARTNER RETAIL SERVICES LIMITED GENDER PAY GAP RESULTS

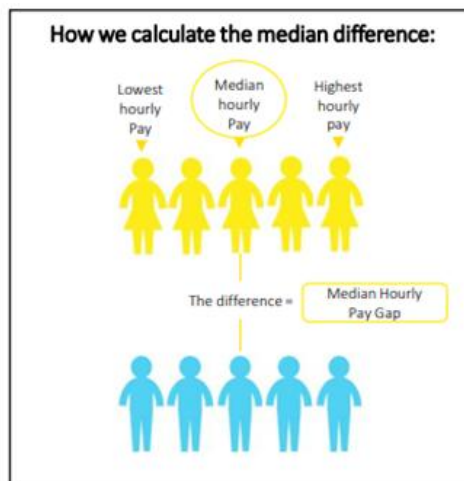
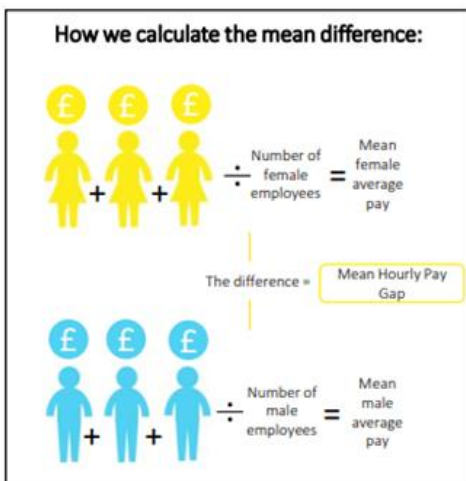
5 APRIL 2024

UK companies with over 250 colleagues must report on their gender pay gap. This is an incredibly important step forward because if companies are transparent about pay and identify the root causes of any pay gap, they can find the solutions they need to build businesses that reflect society.

The report carries out six calculations that show the difference between the average earnings of men and women in our organisation; it will not involve publishing individual employee's data.

The six basic calculations are:

1. Difference in mean hourly rate of pay
2. Difference in median hour rate of pay
3. Difference in mean bonus pay
4. Difference in median bonus pay
5. Proportion of males and females receiving a bonus payment
6. Proportion of males and females in each quartile band



How we calculate pay quartiles:

Rates of pay are placed into a list in order of value and the list is divided into four equal sections (quartiles).





Each quartile will contain the same number of individuals. The regulations require us to report how many men and women are in each pay quartile expressed as a percentage within each quartile.

Partner Retail Services has used its existing HR and Payroll records to make the calculations; I can confirm that the calculations are accurate. The results are demonstrated below, and we will use these results to assess:

- the levels of gender equality in our workplace
- the balance of male and female employees at different levels
- how effectively talent is being maximised and rewarded.

We're confident that the Partner Retail Services gender pay gap is not a pay issue; we know this because our approach to pay is gender neutral by design and our analysis shows that our pay gap is driven by the structure of our workforce. We regularly analyse and monitor our pay to make sure our male and female colleagues are treated equally.

Partner Retail Services Limited Gender Pay Gap Results 2024

	Mean	Median
Hourly pay gap	3.90%	9.80%
Bonus pay gap	28.3%	12.9%
		
% of employees receiving a bonus	95.3%	91.4%
		
Lower quartile	61.9%	38.1%
Lower middle quartile	66.7%	33.3%
Upper middle quartile	71.4%	28.6%
Upper quartile	71.0%	29.0%

Greg Matthew Chief Financial Officer – Partner Retail Services Limited