

GENDER PAY REPORT FOR 2020/21**COMPILED SEPT 2021****ABOUT THE GENDER PAY GAP**

In April 2018 all medium to large UK companies employing 250 people or more were required to report on their gender pay gap for the first time. We are now in the fourth year of gender pay reporting, and whilst the 2019 report was not required to be submitted due to the pandemic we have added the 2019 figures as a comparison allowing us to analyse our results better.

The gender pay gap measures the difference between the average pay of all men and women in a company, this is calculated by the average difference in earnings across a business.

It is worth re-emphasising that the gender pay gap is sometimes confused with unequal pay, this is when one gender is paid less than the other for the same work and is calculated comparing pay of employees on a case-by-case basis, unlike the gender pay gap.

The data capture period for the 2020 report is the 1st May 2019 to 30th April 2020 and the snapshot date is the 5th April 2020.

BAIRD GENDER PAY GAP RESULTS

Mean Gender pay gap across Baird Group	2020; 4.10% 2019; 3.65% 2018; 2.15 % 2017; 6.14 %
Median Gender pay gap across Baird Group	2020 0.81% 2019; 2.14% 2018; -0.76 % 2017; 4.49 %
UK National Median Gender Pay Gap (Source; Office of National Statistics 2017)	2017; 18.1 % 2018; 17.9% 2019; 18.4%

The results above show the Baird Group gender pay gap, this is a snapshot of the difference between the average hourly pay levels of all women compared to men in our business, irrespective of role or the level in the organisation.

Our figures show that the mean average pay of our female employees is 4.10% lower than our male employees, a small increase on the previous year, and that the median average difference is 0.81% lower, a small decrease on the previous year. In both areas there is a clear decrease in the pay gap from when Gender Pay reporting began in 2017.

These figures continue to be well under the available national medians and we would re-enforce that we that we pay the same rate to all employees regardless of gender and we will continue to monitor this and develop procedures for ensuring the above target is met.

BAIRD GENDER BONUS GAP RESULTS



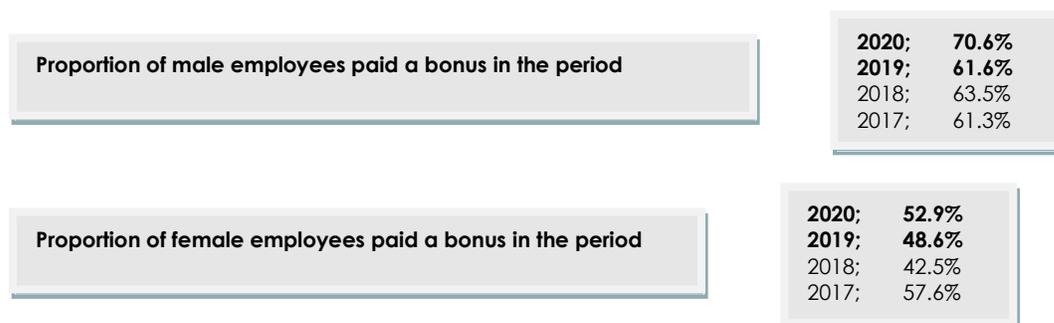
The results above show the Baird Group gender bonus gap showing a 52.2% mean and 45.0% median gender bonus gap across the business. The definition of a bonus for these purposes is bonus data from the period 1st May 2019 to 30th April 2020 which includes any commission, incentive, performance related bonus, profit sharing or productivity.

As in previous years, the data capture period above is a period of time when our Graded Bonus scheme, affecting Head Office and Warehouse employees, did not reach the level of performance needed to pay-out, this means that the figures are entirely based on our retail commission schemes. These retail commission schemes are based on personal sales within our retail locations.

Both figures have increased marginally year on year, we believe that the reason the gender bonus gap exists is due to our retail workforce having more full-time men than full-time women; the overall gender split in our retail division at the snapshot date was 60.74% male to 39.26% female. After analysing this further in 2017 we found that the top commission earners in our retail divisions were generally male despite the same commission scheme being available for all employees, this has been found also in 2018, 2019 and 2020 – commission is generated by personal sales. Additional explanation for this is that a higher percentage of our part-time employees are female, and total commission and bonus payments are affected by the number of hours worked i.e. the more hours you work the more commission you will tend to earn.

We will continue to monitor this area but are confident that the commission and bonus schemes we operate are the same regardless of gender.

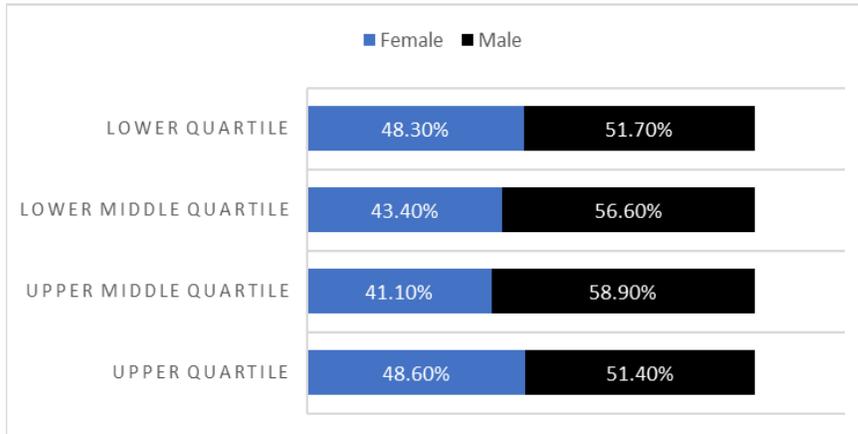
PROPORTION OF RELEVANT MALE AND FEMALE EMPLOYEES PAID BONUS IN THE PERIOD



In 2018, there was a 21% difference between men and women being paid a bonus as per the definition above. In 2019, this had reduced to a 13% gap but has increased again to nearly 18% in 2020.

This relates entirely to our retail employees and the amount of commission generated by their personal sales.

QUARTILE BREAKDOWN



The data above illustrates the gender distribution at the Baird Group across four quartiles, each containing 175 or 176 employees.

The percentage split in the Upper middle and Upper quartiles demonstrates we have more senior male employees than female employees, this has continuously shifted in a positive way from the 2017 break down, there are now 5% more female employees in the upper quartile and 6% fewer females in the lower quartile based on the 2018 figures.

STEPS WE ARE TAKING TO MAKE A DIFFERENCE

Men and women are paid equally for doing equivalent jobs across our business, and any gender pay differences are down to the factors we have described above.

The Cultural Framework is now an integral part of working within Baird Group and will continue to ensure that we act ethically and honestly in all areas of business and gender pay gaps are included in this.

We will continue to ensure we recruit the right person for the job, regardless of gender, through fair and balanced processes. Development opportunities will continue to be based on merit alone.

We have a robust job evaluation scheme in place which grades jobs on the content and not the job holder.

We fully support any female employees returning to the workplace and encourage flexible working requests.

This statement was approved by Mark Cotter, CEO and Paul Thompson, HR Director, in September 2021, and they confirm this data is accurate.