

BAIRD GROUP

GENDER PAY REPORT FOR 2023

COMPILED MARCH 2024

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 sixth 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.

GENDER PAY AND EQUAL PAY

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. Equal pay is the difference in pay between men and women who carry out the same or similar jobs. We have no reason to believe that we have any equal pay concerns, meaning that we believe that all our employees are paid fairly for the work which they do.

DATA CAPTURE PERIOD

The data capture period for the 2022 report is the **1st May 2022 to 30th April 2023** and the snapshot date is the **5th April 2023**.

1. BAIRD GROUP - GENDER PAY GAP RESULTS

Mean Gender pay gap across Baird Group

2023; 0.20%
2022; 0.12%
2020/21; 4.10%
2019; 3.65%
2018; 2.15 %
2017; 6.14 %

Median Gender pay gap across Baird Group

2023 -2.04%
2022; 1.00%
2020/21; 0.81%
2019; 2.14%
2018; -0.76 %
2017; 4.49 %

UK National Median Gender Pay Gap (Source; Office of National Statistics 2023)

2017; 18.4%
2018; 17.8%
2019; 17.4%
2020; 14.9%
2021; 15.4%
2022; 14.3%

BAIRD GROUP - GENDER PAY GAP COMMENTS

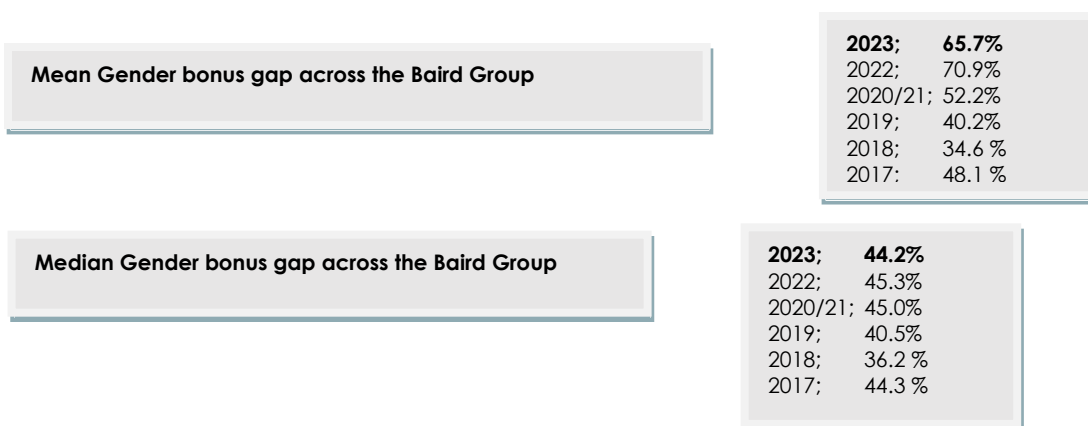
The results above show the Baird Group gender pay gap, this is a snapshot of the difference between the average hourly pay levels of all women compared to men in our business, irrespective of role or the level in the organisation.

Our figures show that the mean average pay of our female employees is only 0.20% lower than our male employees, a very small increase on the previous year, and that the median average difference is -2.04 % lower, a 3% 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 and these figures continue to be well under the national medians.

The figures reflect that the overall male – female split within Baird Group, at the snapshot date, is almost equal with 274 male employees and 276 female employees.

The above results enforce our ongoing approach that we pay the same rate to all employees regardless of gender.

2. BAIRD GROUP - GENDER BONUS GAP RESULTS



BAIRD GROUP - GENDER BONUS GAP COMMENTS

The results above demonstrate the Baird Group gender bonus gap showing a 65.7% mean and 44.2% median gender bonus gap across the business, both figures represent small decreases on the previous year. The definition of a bonus for these purposes is bonus data from the period 1st May 2022 to 30th April 2023 which includes any commission, incentive, performance related bonus, profit sharing or productivity.

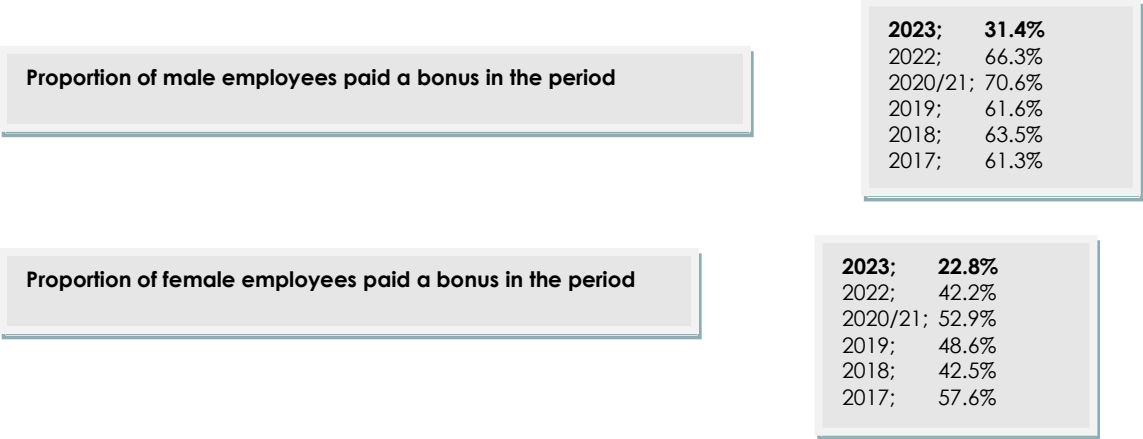
As in previous years, the data capture period above is a period of time when our Graded Bonus scheme, affecting Head Office and Warehouse employees, did not reach the level of performance needed to pay-out, this means that the figures are entirely based on our retail bonus schemes. For the capture period,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

Both figures have decreased 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 57.8% male to 42.2% 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 – 2023. 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. Full-time female employees make up 21% of our overall retail workforce and full-time male employees make up 33%.

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

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

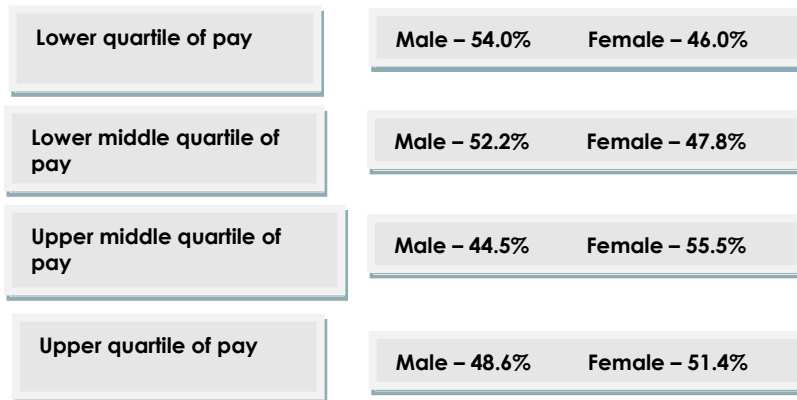


BAIRD GROUP - PROPORTION OF PAID BONUS COMMENTS

As in the previous section, the proportion of male/female paid a bonus relates entirely to our retail employees and the amount of commission generated by their personal sales.

There is a significant drop in bonus paid, this is directly linked to a change in the bonus scheme whereby payment was dependent on achieving weekly targets.

4. PAY QUARTILE BREAKDOWN



PAY QUARTILE COMMENTS

The data above illustrates the gender distribution at the Baird Group across four quartiles, each containing 137 or 138 employees.

The percentage split in the Upper quartiles now demonstrates we have more senior female employees than male employees, this continues a trend over the previous years and relates to Head Office employees in the main.

5. 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 continues to be 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 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 welcome flexible working requests from any employee.

This statement was compiled by Paul Thompson, HR Director, and approved by Koray Gul, CEO in March 2024, and they confirm this data is accurate.