

BAIRD GROUP

GENDER PAY REPORT FOR 2022

COMPILED MARCH 2023

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.

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 2021 to 30th April 2022** and the snapshot date is the **5th April 2022**.

1. BAIRD GENDER PAY GAP RESULTS

Mean Gender pay gap across Baird Group

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

Median Gender pay gap across Baird Group

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%

BAIRD 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 0.12% lower than our male employees, a decrease on the previous year, and that the median average difference is 1.00 % lower, similar to 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 available national medians.

The figures reflect that the overall male – female split within Baird Group is currently almost equal with 261 male employees and 258 female employees. This enforces our ongoing approach that we pay the same rate to all employees regardless of gender.

2. BAIRD GENDER BONUS GAP RESULTS



BAIRD GENDER BONUS GAP COMMENTS

The results above show the Baird Group gender bonus gap showing a 70.9% mean and 45.3% median gender bonus gap across the business. The definition of a bonus for these purposes is bonus data from the period 1st May 2021 to 30th April 2022 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 61.67% male to 38.32% 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 - 2022 – 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.

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

Proportion of male employees paid a bonus in the period	2022; 66.3% 2020/21; 70.6% 2019; 61.6% 2018; 63.5% 2017; 61.3%
Proportion of female employees paid a bonus in the period	2022; 42.24% 2020/21; 52.9% 2019; 48.6% 2018; 42.5% 2017; 57.6%

BAIRD 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.

4. PAY QUARTILE BREAKDOWN

Lower quartile of pay	Male – 56.9%	Female – 43.1%
Lower middle quartile of pay	Male – 42.6%	Female – 57.3%
Upper middle quartile of pay	Male – 55.4%	Female – 44.6%
Upper quartile of pay	Male – 46.2%	Female – 53.8%

PAY QUARTILE COMMENTS

The data above illustrates the gender distribution at the Baird Group across four quartiles, each containing 129 or 130 employees. The percentage split in the Upper quartiles now demonstrates we have more senior female employees than male employees, this continues a previous trend towards this but is the first time in a positive way from the 2017 break down, there are now 5% more female employees in the upper quartile than in the 2020/21 figures.

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 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 from any employee.

This statement was approved by Mark Cotter, CEO and Paul Thompson, HR Director, in March 2023, and they confirm this data is accurate.