



UK Gender Pay Gap Report 2023

Poundland

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A Message from our People Director



At **Poundland** whilst we recognise that we have made progress since last year's report, we understand fully that we still need to apply significant focus to address the gender imbalances and close the gap further.

We are passionate about creating an inclusive culture for all colleagues who we believe should be free to be themselves and realise their full potential.

Our diversity is a major part of who we are, across both the UK and ROI and we are committed to building a workforce of talented people with different skills, insights, expertise, and experiences.

We are authentic on our belief that having a diverse pool of talent is a key enabler to our future success and growth. This will increase representation of women across the organisation, and in turn with the right focus will reduce the gender pay gap furthermore.

Our continued focus on Talent plans that support all colleagues will place further emphasis on understanding the specific requirements of all potential future leaders whilst ensuring a balanced approach to broader representation.

Whilst we continue to invest in the above, we also know that there's more we need to do every day. As we look to the future, we will continually strive to find additional ways to develop and embed a culture and environment where everyone feels that they belong, are supported and feel part of the Poundland Family.

I very much look forward to seeing next year's analysis based on the continuing actions we will put in place below to close the gender pay gap further and build an inclusive and diverse organisation together.

You can read more about the progress we have made in the last 12 months in the report but more importantly how we plan to drive positive actions that will improve our working environment further and ensure that all of our colleagues take joint responsibility for realising our ambitions to be truly inclusive.



Simon Wells
People Director

Executive Summary



At **Poundland** we pride ourselves in ensuring all our colleagues feel valued, treated fairly and have the same access to opportunities at work. Our colleagues remain our most important and valued asset and we believe that a successful business is one that harnesses the benefits of a truly inclusive and diverse culture.

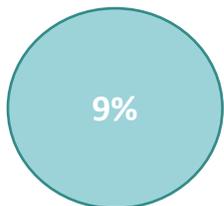
Within **Poundland** we are a 'people led' business that truly values all our colleagues. We strongly believe that attracting, retaining, and developing the best, most talented individuals, regardless of gender, is key to the future success and longevity of our business.

We are clear in understanding that the main drivers of our current gender pay gap continue to be the number of women represented in leadership roles and across different departments. This report details our current results but more importantly our action plan to support our desire to be transparent and we have taken further steps this year to build a plan that we believe will make a difference. Our Management Team remain committed in the continued development of the right plan that can again reduce our gender pay gap in the year ahead.

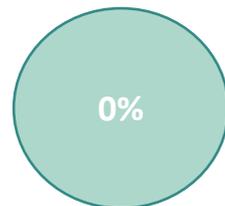
As a company we are proud that we are considerably closer to closing the gap against reported UK companies,. Throughout 2023 we have embedded a robust banding framework and provided a clearer promotional route to senior management amongst other things which has contributed to closing the pay gap from last year to this year by another **3%**.



Full Time



Part Time



Understanding the Gender Pay Gap



WHAT IS THE GENDER PAY GAP?

The gender pay gap is the difference in the average hourly wage of men and women across a workforce. The Gender Pay Gap Information Act 2021 requires organisations to report on their hourly gender pay gap across a range of metrics. The Regulations which set out the detail on how these calculations will be made are published at the link below:

WHAT IS INCLUDED WITHIN THE CALCULATIONS?

The calculations for the mean and median gender pay gap are based on data from **5th April 2023** only and include:

Ordinary pay – this includes basic pay as well as other types of pay such as allowances, pay for leave and shift premium pay. It does not include pay relating to overtime, redundancy or pay in lieu of annual leave.

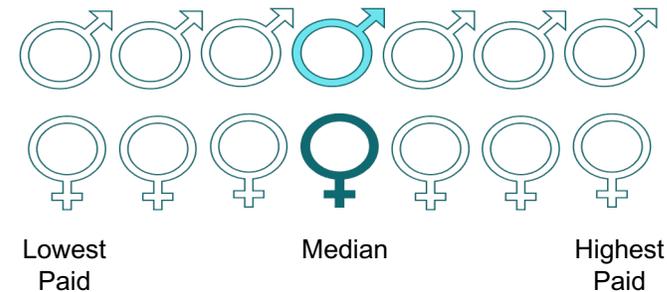
The calculations for the mean and median bonus pay gap are based on data for the **12 months up to 5th April 2023** and include:

Bonus pay – this includes any pay that relates to profit sharing, productivity, performance, incentives and commission. It does not include pay relating to overtime, redundancy or pay in lieu of annual leave.

DIFFERENCE BETWEEN MEDIAN AND MEAN

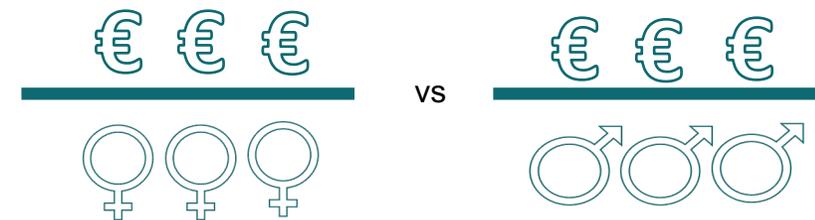
Median

This is calculated by arranging females pay in order from lowest to highest and selecting the pay of the individual in the middle. This is then also completed for males pay.



Mean

This is calculated by adding together the pay for all females and dividing by the total number of females. This is then also calculated for males.



Our Results



Female= 8,454 Male= 5,357

PAY GAP

The results compare the average hourly pay for females and males: Poundland has established agreed rates for most roles within our operations and are applied regardless of gender.

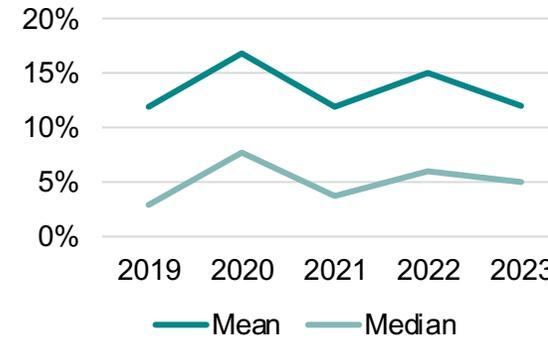
	ALL	PART TIME	TEMP
MEDIAN	5%	0%	-6%
MEAN	12%	0%	10%

The **MEDIAN figure** reflects the male population that are employed in higher paid professional positions such as Regional Managers. **We have improved our median figure by 1% from last year.**

The **MEAN figure** reflects that 50% of the female population are in lower paid considered roles whilst more male roles are at management level with the reflective pay rates applied. **We have however improved our mean figure by 3% from last year.**

Annual Analysis

Year on Year Analysis



BONUS PAY GAP

The mean bonus gap is a result of higher bonus opportunities available to full-time male colleagues. This means that for the proportion of men in senior roles the bonus opportunity is higher and increased significantly since last year.

Although **2%** more females were eligible for a bonus this year than last year, there is still twice as much males than females that received a bonus payment which explains why our mean & median bonus pay gap is favorable for men.

The proportion of male and female colleagues receiving a bonus:



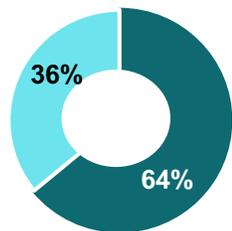
Bonus pay difference between men and women:

MEDIAN	24%
MEAN	49%

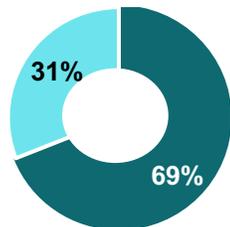
* Source: <https://www.gov.uk/government/publications/gender-pay-gap-reporting-guidance-for-employers>

PAY QUANTILES

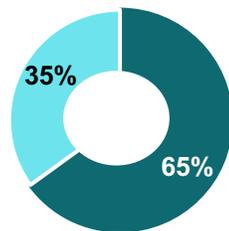
Quantiles are calculated by ranking pay for all colleagues from lowest to highest and then splitting into four equally sized groups, showing the percentage of men and women in each group. For April 2023, the percentage of men and women in each pay quartile was as follows:



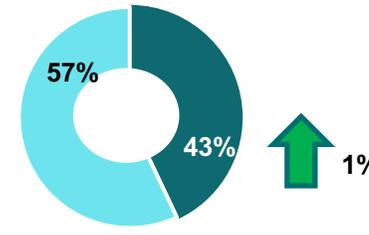
Lower Quartile



Lower Middle Quartile



Upper Middle Quartile



Upper Quartile

Male
Female

Actions We Are Taking To Close The Gap

Learning and Development

As part of our Diversity, Equality and Inclusion agenda we want to ensure we provide opportunities that are aligned for our colleagues needs in order for them to develop and seek their highest potential. Therefore, we have designed bespoke development programmes to support our managers to progress into senior positions and positions of leadership.

In 2024 our early careers development programmes, people fundamentals, Evolve and Emerging Leaders will all have dedicated modules on inclusivity and the importance of creating an environment where colleagues can be the best version of themselves.

Additionally for 2024, to support our development programme we will introduce training modules which will educate managers and colleagues about inclusivity in the workplace. This will support us to further upskill our recruiting managers by raising awareness on inclusivity at the recruitment stage and make sure the best person is hired for the role without the influence of preconceived ideas and stereotypes which may be an obstacle.

Listening To Our Colleagues

Listening to our colleagues provided us with great insight of our colleague experience. We have previously used methods such as our annual colleague survey “Your Voice” which has helped us identify areas for improvement and this has been a great value for Poundland

In 2024, we will continue to listen to our colleagues by forming listening groups led by our Diversity and Inclusion committee. This will encourage more conversations about the colleague experience which will include all diversity groups (one of them being gender) to understand the perceived barriers in the workplace, how we can overcome them and how we can further develop our inclusivity at Poundland.

Core Values

One of our core values is “Care for our colleagues” and we strongly believe that it takes commitment and support from all of our colleagues to create an inclusive and diverse work environment where they belong.

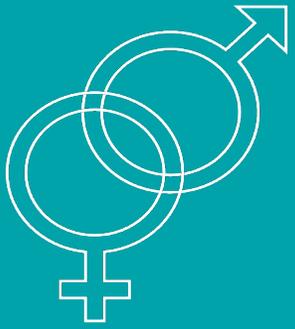
In 2024 we will continue to review our flexible working and family friendly policies to make sure these are inclusive and consciously respectful of people’s backgrounds and cultures whilst creating opportunities for both male and females to feel supported.

Furthermore, we will be introducing clearer policies on menopause awareness and neurodiversity as we know these matter to our colleagues and they complement our existing set of family friendly policies.

Partnerships and Networks

We are incredibly proud of the partnerships we have nurtured with **Grocery Aid** and **Diversity, Inclusion in Grocery (DIG)** whom, have helped us develop a clear strategy on inclusion. We remain committed to using this partnership to represent all protected characteristics aligned to our colleague demographic.

In 2024 we will continue to network with likeminded companies to understand how we can care for our colleagues further and where additional opportunities to partner with new providers can enhance our strategic aims.



A handwritten signature in black ink, appearing to read 'Simon Wells', with a horizontal line underneath.

Simon Wells
People Director

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