

BOOKER

2017 GENDER PAY GAP REPORT

Booker's commitment to our customer is 'choice up, prices down and better service' and they tell us that the best thing about Booker is our people. We are resolute in creating an atmosphere in which all colleagues, regardless of their background, reach their full potential.

We are pleased to see our Gender Pay Gap is below the UK median for our core Booker business, however we know we need to do more to reduce this. We see two key factors contributing to the pay gap: We have more males than females working unsocial hours that attract shift premiums, and secondly we have a lower number of females than males in senior roles. It is important to note that the hourly rate for our hourly paid colleagues is the same regardless of gender, for the same role. We see two key factors contributing to the bonus gap: We have more females than males working part-time hours, which results in a lower pro-rated bonus, and secondly we have a lower number of females than males in senior roles.

We understand we have more work to do here and are committed to making progress. Booker is proud of our people and we believe having a diverse and inclusive team is essential to help our customers prosper both now and in the future.

	Booker	Makro	BRP	Ritter
Gender Pay Gap: median	14.03%	18.32%	-13.64%	-12.47%
Gender Pay Gap: mean	17.29%	16.28%	-8.64%	-13.62%
Bonus: median	23.08%	17.20%	12.21%	-41.67%
Bonus: mean	71.25%	68.97%	25.68%	31.85%
Proportion of men receiving a bonus	72.3%	75.2%	11.1%	13.7%
Proportion of women receiving a bonus	76.4%	87.3%	15.1%	12.5%
Proportion of M / F in lower quartile	61.5% / 38.5%	40.4% / 59.6%	83.9% / 16.1%	87.5% / 12.5%
Proportion of M / F in lower middle quartile	69.6% / 30.4%	46.8% / 53.2%	82.9% / 17.1%	93.8% / 6.2%
Proportion of M / F in upper middle quartile	81.4% / 18.6%	65.7% / 34.3%	82.1% / 17.9%	78.1% / 21.9%
Proportion of M / F in upper quartile	82.4% / 17.6%	75.1% / 24.9%	69.0% / 31.0%	67.2% / 32.8%

I confirm that our data has been calculated according to the requirements of The Equality Act 2010 (Gender Pay Gap Information) Regulations 2017.

Steve Peace

Booker Employee Relations Manager