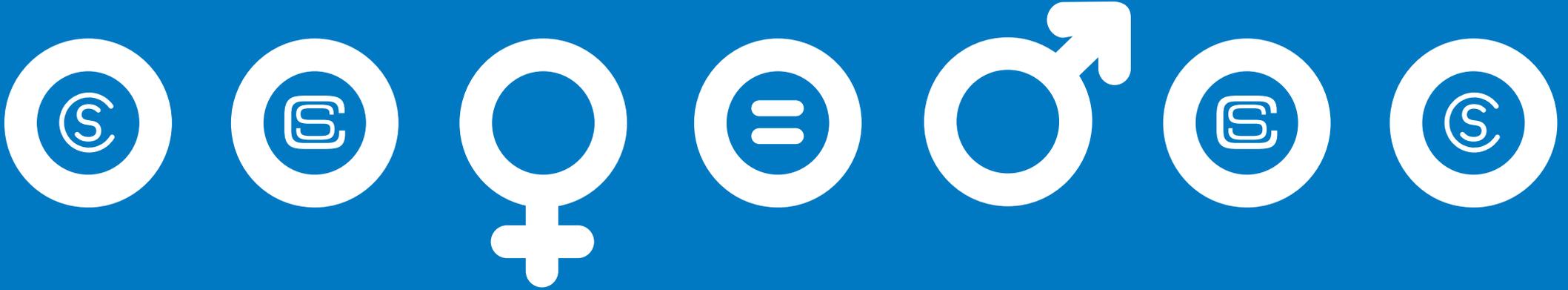


COMPANY SHOP 

Community Shop 

more than just food.



Gender Pay Report



Gender Pay Report

From 2017 onwards, any UK business employing more than 250 colleagues has to publicly report on its gender pay gap. The gender pay gap identifies the difference in the average earnings between all men and women in an organisation.

At **Company Shop** and **Community Shop** we are proud that our pay rates are based on your role, no other factors, including gender, come into play.

Headline gender pay gap figures

The gender pay gap is defined as the difference between the mean or median hourly rate of pay that male and female colleagues receive.

Mean pay gap

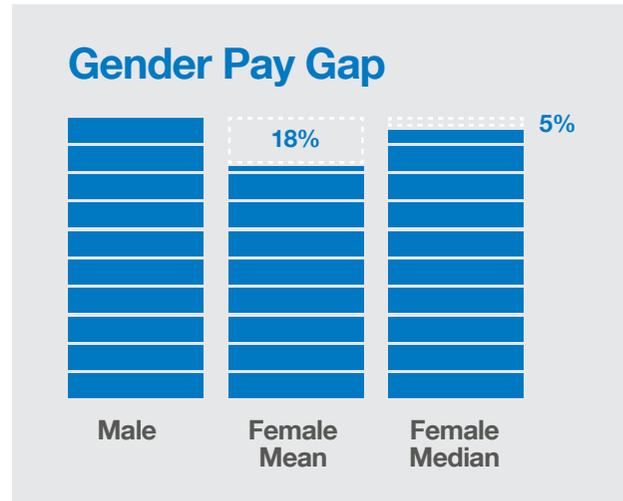
is the difference between average hourly earnings of men and women.

Median pay gap

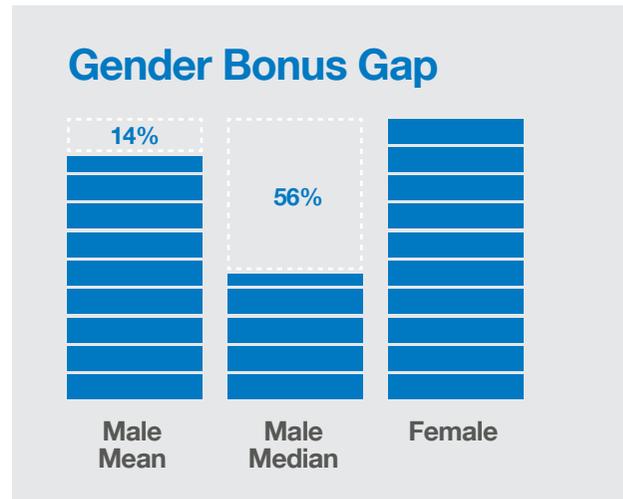
is the difference between the midpoints in the ranges of hourly earnings of men and women. It takes all the salaries in a list, in order from lowest to highest, and picks the middle hourly rate.

Valid dates

The figures are based on hourly rates of pay as at **30 March 2017** and bonuses paid in the year to **March 2017**.

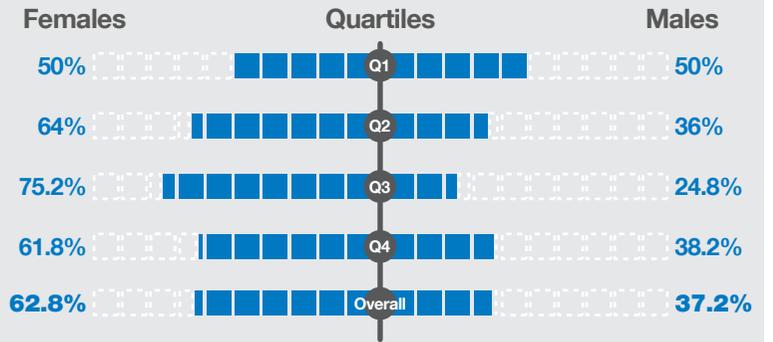


Proportion of colleagues receiving a bonus



Proportion of colleagues in each pay quartile

Q1 - highest hourly rate
Q4 - lowest hourly rate



We have always ensured colleagues have access to the same opportunities and are treated equitably. The representation across men and women in the highest quartile is positive and supports our culture of equality regardless of gender.

It is important to differentiate between equal pay and the gender pay gap. Equal pay issues are reflective of situations where men and women are paid differently despite doing the same work or work of equal value. Whereas, gender pay takes a much broader view of the average earnings between men and women within an organisation, illustrating the difference as the percentage difference between men and women's pay.

There are a number of factors, often outside of an organisations control, that influence the job roles which people choose to undertake. We strive to create an inclusive and supportive culture that allows colleagues to pursue different opportunities. However, we recognise that there is more we can do to address our gender pay gap.

We are committed to reporting our gender pay gap on an annual basis and will strive to continue to promote our positive culture to reduce our gender pay gap. I confirm that our data is accurate and has been calculated in accordance with the Equality Act 2010 (Gender Pay Gap Information) Regulations 2017.

Jane Marren
Jane Marren - Managing Director