



Poundland® Dealz™ PEP&CO

UK Gender Pay Gap Report 2022

EXECUTIVE SUMMARY

The Gender Pay Gap measures the difference in the average pay between all men and women within an organisation, regardless of the nature of their role. The results contained within this report are those of Poundland Limited and have been calculated in line with Government guidelines. This year we have seen an increase in our Median and Mean results in comparison to last year. One of the main reasons for this is due to an increase in employment as Poundland has opened larger stores between April 2021 and April 2022.

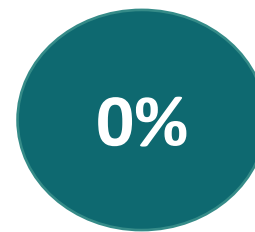
We are committed to reducing our gender pay gap and are pleased that the measures we have already taken have had a positive impact to date.

Some of the actions we have taken since April 2021 include:

- Created and implemented further Leadership Development Programmes and Apprenticeships where we have seen active participation from females within our business and continue to monitor these levels
- Ensured that all our vacancy advertisements and Job Descriptions have gender neutral wording to ensure they do not prevent women from applying
- Increased our family friendly provision which includes enhanced maternity pay, paternity pay, shared parental leave and adoption leave
- We have partnered with Diversity in Retail who are committed to increasing diversity and inclusion within retail through several initiatives
- Introduced Networking Groups across all aspects of our workforce including gender which identify clear measures where appropriate

We understand that our main drivers of our gender pay gap continue to be the number of women represented in leadership roles and across different departments. We will continue to encourage all colleagues to progress within our Poundland family.

HOURLY PAID ROLES



80% of our workforce are hourly paid colleagues in store where we have set hourly rates. Calculating our gender pay results for these roles alone would result in our median and mean gender pay gap being 0%.

Our report this year details our results, the key drivers and our action plan to support our desire to be transparent. Our Executive Team remain committed to continually develop our action plan in order to reduce our gender pay gap.

It has also been the first year that we have reported our colleagues at DEALZ (ROI) and were delighted to share our positive results.

UNDERSTANDING THE GENDER PAY GAP

WHAT IS THE GENDER PAY GAP?

The gender pay gap measures the difference in the average pay between all men and women within an organisation, regardless of the nature of their role. Gender pay is different to equal pay, which directly compares the pay of men and women who perform the same role, similar roles or roles of equal value.

WHAT IS INCLUDED WITHIN THE CALCULATIONS?

The calculations for the mean and median gender pay gap are based on data from April 2021 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.

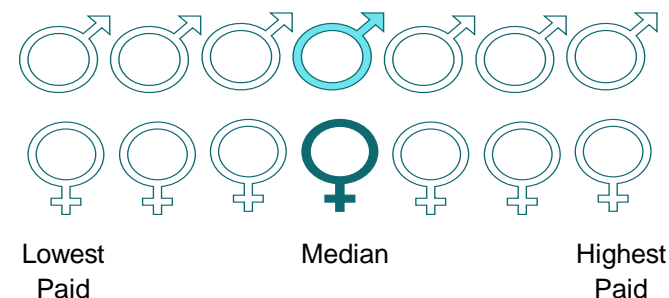
The calculations for the mean and median bonus pay gap are based on data for the 12 months up to 5th April 2021 and include:

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

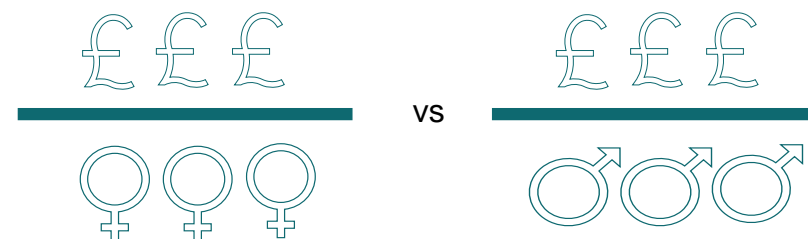
Median

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 2022

PAY GAP

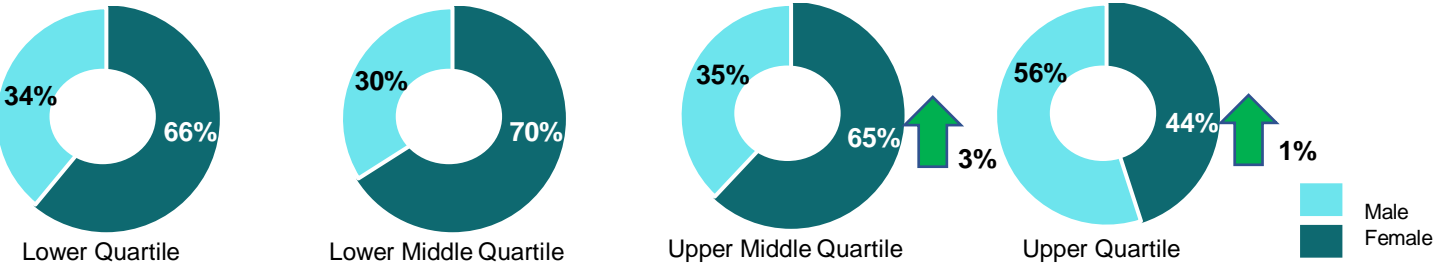
Both our Median and Mean gender pay gap has increased slightly in comparison to the GPG reported last year. This was in part due to an increase in recruitment as we grew the size of our store portfolio over the reported year, allowing additional Sales Assistants and part time roles along with a recovering economy. Despite the small % increase seen on both the Median and Mean we still compare favourably to the overall UK results. Even with those challenges we remain fully committed to continuing our work to reduce our gender pay gap.

	POUNDLAND	UK*
MEDIAN	6%	14.9%
MEAN	15%	16.3%

* Source: Office for National Statistics 2022
www.ons.gov.uk/employmentandlabourmarket/peopleinwork/earningsandworkhours/datasets/annualsurveyofhoursandearningsashegenderpaygaptables

PAY QUARTILES

Quartiles 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 2022, the percentage of men and women in each pay quartile was as follows noting that the Upper Middle Quartile and Upper Quartile have increased in % for females since April 2021:

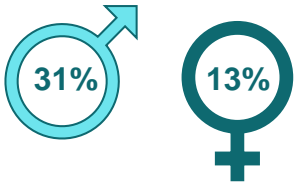


BONUS PAY GAP

Whilst more men were in roles eligible for a bonus payment in 2021/2022 our mean bonus pay gap has reduced. This shows we are continuing working towards closing the gap on equal bonus pay; however, the current gap is driven by more men being in leadership roles.

The Median has increased due to there being 7% more males eligible for bonus from last reported year.

The proportion of male and female colleagues receiving a bonus:



Bonus pay difference between men and women:

MEDIAN	6%
MEAN	44%

OUR ACTION PLAN

OUR ACTION PLAN

At **Poundland** we have clear guidelines in place to ensure that our recruiting and promotion processes are fair and equitable with diverse candidates on shortlists and diverse interview panels to mitigate possible bias.

We recognise that significant focus is required to address the gender imbalances represented by the gender pay gap. At **Poundland** we are fully committed to making progress - building an inclusive and diverse organisation in which talented people of all backgrounds are welcome and can work in an environment which supports them to perform at their best.

➤ ACTIONS WE ARE TAKING TO SUPPORT THIS STRATEGY:

- Continuing to develop our future leaders through leadership development programmes and apprenticeships. We have seen active participation from females within our business and continue to monitor these levels. Seven women started their Leadership programme in 2022.
- Engaging with colleagues, listening and responding through regular Your Voice surveys and our Gender working group
- Continuing to invest in colleague and manager capability, with new learning modules designed to increase awareness and understanding, this has helped managers create a more inclusive environment
- Embedding Diversity and Inclusion principles fully in our end-to-end recruitment practices
- Embedding a robust Job Evaluation system with a new Grading Framework to support a strong Employee Value Proposition and colleague experience
- Ensured all vacancy advertisements and job descriptions have gender neutral wording to ensure they do not prevent women from applying.

MESSAGE FROM SIMON WELLS, PEOPLE DIRECTOR

At **Poundland** we continue to build a more diverse and inclusive business across the UK and ROI. We have many initiatives underway to address our existing gender pay gap and to materially enhance inclusion & diversity in our workplace.

This is important work - having a diverse pool of talent and perspectives is key to our future success. This will increase representation of women across the organisation, and in turn will reduce the gender pay gap over time.

While we continue to invest in these initiatives, we also know that there's more we can, and need to do – and we will. As we look to the future, we will strive continuously to find additional ways to build a culture where everyone feels that they belong, part of the Poundland, Dealz and PEP&CO family.

I look forward to seeing next year's awards and analysis based on the measures we have put in place to continue to build our people led organisation together.



Simon Wells
People Director

This report covers colleagues of Poundland and I confirm that the information contained within this report is accurate and has been prepared in line with mandatory requirements.

A handwritten signature in black ink, appearing to read 'Simon Wells', with a large loop on the left and a horizontal line at the bottom.

Simon Wells
People Director