



Banner Group Limited Gender Pay Reporting

Banner Group Limited is **committed to the principle of equal opportunities** and equal treatment for all employees, regardless of gender, race, religion or belief, age, marriage or civil partnership, pregnancy/maternity, sexual orientation, gender reassignment or disability.

Our aim is to make the best use of the diverse backgrounds, skills, knowledge and experience of all those who work for us. We encourage a diverse culture in which we value our employees for being themselves. It is our people that make us successful and such diversity is a rich source of competitive advantage.

In line with the Government's commitment to tackle gender inequality, Banner Group Limited will publish data showing the pay gap between our male and female employees.

What is gender pay?

A **gender pay gap is a measure of the difference in average pay of men and women across an entire organisation**, regardless of the nature or level of their work. It highlights the different number of men and women across all roles. It is different from an equal pay comparison which involves a direct comparison of two people or groups of people carrying out the same work or work of an equal value.



Our Data

As of the snapshot date (04 April 2023), the data below shows the overall mean and median gender pay and bonus gaps of Banner Group Limited, based on hourly rates of pay.

	Mean	Median
Pay gap	1.3%	-7.1%
Bonus gap	18.2%	0%

The percentage shown is the difference in overall mean and median pay and bonus between men and women. A negative figure indicates a higher percentage paid to women and a positive figure indicates a higher percentage paid to men.

Note, no submission was made in 2022 due to the number of employees being below 250. There was a significant increase in the number of employees in January 2023 due to an acquisition where TUPE applied. Any comparisons between the 2023 and 2021 (last submission) data will be difficult as it is a very different employee base following TUPE. New employees came across to Banner Group Limited on inherited terms and conditions, thus meaning they had very different pay and reward structures to that of Banner Group Limited.

Pay Gap

The mean Gender Pay Gap is very small at **1.3%**, with the median gap at a positive **-7.1%**. Whilst the mean gap suggests Banner Group Limited has increased the Gender Pay Gap since the last submission, this is a consequence of acquisition. This small increase, culminating with the positive median figure, shows these to be encouraging initial figures.

It is important to recognise discrepancies between male and female salaries will be a consequence of the nature of the roles available across the group. Our colleague's pay depends on the role they perform, regardless of gender. Upon transfer to **Banner Group Limited**, there were a significant number of male employees in senior sales roles.

Bonus Gap

When comparing the **2021** and **2023** bonus pay data, there looks to be a significant gap increase in the mean gap from **2.3%** to **18.2%**. However, in **January 2023**, Banner Group Limited acquired a large number of male employees working in senior sales-based roles which have had a direct bearing on this data. This is evidenced by the number of men in the upper quartile, **60.8%**.

We are proud to be able to confirm the median bonus gap is 0%. This is very encouraging and despite the mean gap, this data is incredibly positive and we aim to maintain our equal median bonus pay.

Bonus pay:
Female: **63.2%**
Male: **47.2%**

The data shows that **63.2%** of bonus qualifying employees are women and **47.2%** men. This discrepancy stems from a larger number of men working in non-bonus roles such as operations and logistics.

Male and female employees in like for like roles will receive the same earning potential. Bonuses vary between roles and are assessed by performance against targets, not gender. We are aware that our bonus pay gap will vary each year depending on individuals achieving bonus trigger points.

Future Plans

Since the acquisition a significant amount of alignment work has already been undertaken. This includes the evaluation of new organisation and consequential reviews and restructures of roles, salaries, bonuses and commission. Furthermore, new senior roles have been created, some with successful female appointments. We are committed to attracting and promoting more women to senior higher paid roles within the business.

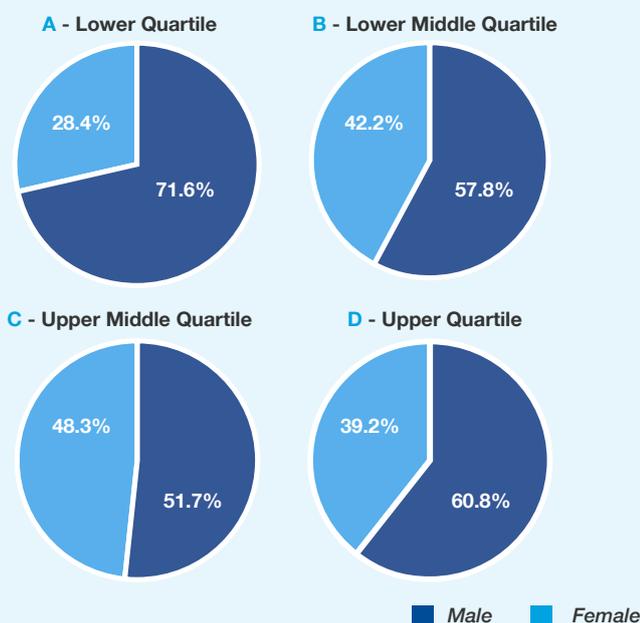
We are confident that our pay structure is gender neutral and we are committed to maintaining and further improving our gender pay gaps by encouraging a balanced gender mix into roles that are typically underrepresented. We continually strive to encourage and attract new colleagues into what may traditionally have been male dominated positions.

We hope to **empower** and **encourage** our colleague's self-development by continuing to invest in leadership training and progressing future talent, ensuring all employees irrespective of gender can reach their full potential.

We remain committed to building a diverse and inclusive workforce within a fair working environment that inspires our current employees and continues to attract others to joining us. We have also launched ED&I goals across the group which has included but not limited to a new policy being published, and mandatory training for all employees, commencing with the leadership and management teams.

Quartile Comparison

There are a significantly higher percentage of men in the lower quartile than women. The majority of the roles within this quartile are within the operations and logistic arena which naturally have more male employees.



The two middle quartiles are more evenly split. However, the upper quartile is made up of **60.8% men** and **39.2% women**. Upon acquisition there were a large number of senior male employees. We have already begun to bridge the gap between male and female employees within this quartile and will continue to do this going forward. There has been a significant effort to harmonise pay and reward across the group incorporating the employees that were acquired in **January 2023**.

Despite employing a higher proportion of men across the business, resulting in a higher percentage of men compared to women across all four payroll quartiles, we pay employees based on their role, regardless of their gender.

We will continue to ensure that we are monitoring our gender pay gap regularly across the business