

Gender Pay Gap 2021

Gender pay gap report 2021

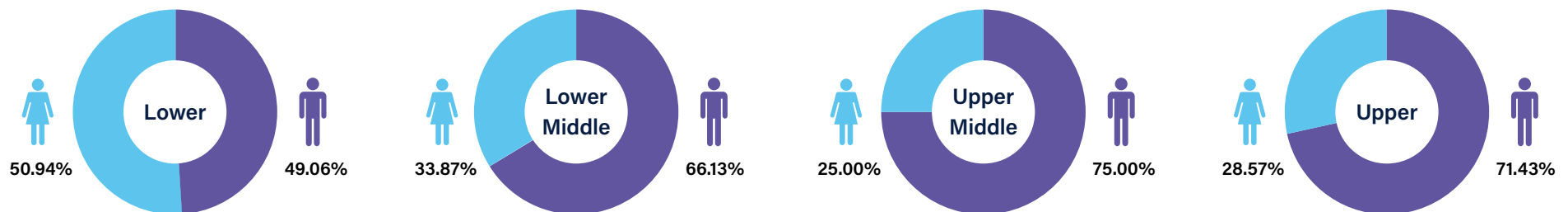
Our Commitment

As market leaders in newspaper and magazine wholesaling, at Smiths News we are committed to the highest standards of corporate governance and transparency. We strive to create an inclusive workplace where colleagues are treated equally and are able to be themselves. We welcome the UK Government's Gender Pay Gap reporting initiative and believe transparency of the results across all large companies will help to make a positive difference moving forward. As required by UK legislation, the following report will detail our gender pay gap information for Smiths News.

The charts below show the gender distribution across Smiths News, shown in four equally sized pay quartiles. Women make up 35% of Smiths News overall workforce.



Representation in Pay Quartiles

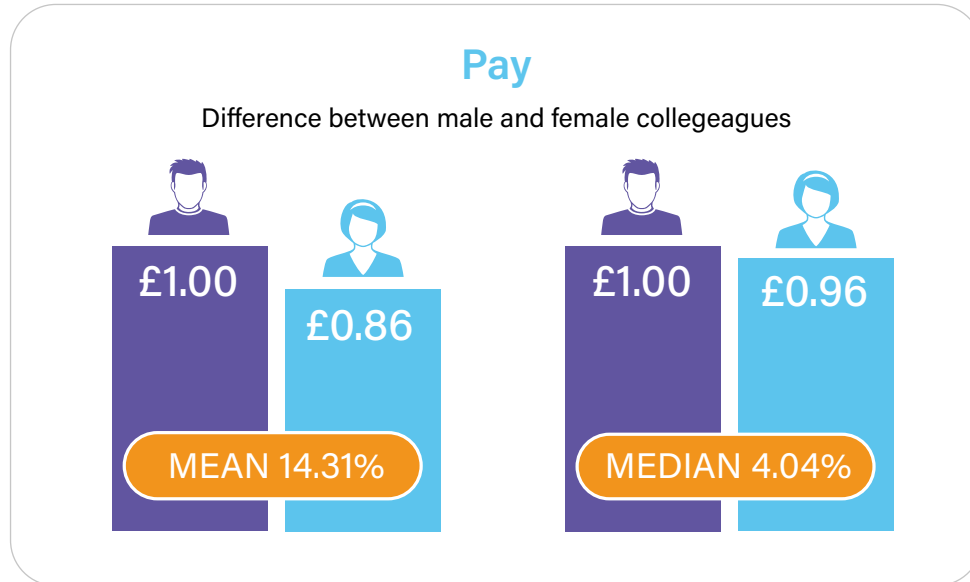


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Pay Difference Between Men and Women – Smiths News

The gender pay gap measures the differences in the rates of pay and bonus that women and men receive. The gap is expressed as the difference in women's and men's pay as a percentage of men's pay. Gender pay gap reporting is represented by both median and mean calculations. This helps give a more balanced overview of the gender pay gap across an organisation.

The median pay gap is calculated by listing all hourly rates in numerical order and selecting the middle number (if there is an even number of results, the median will be the mean of the two central numbers).



The mean pay gap is calculated by adding up all hourly rates and dividing it by the number of people in an organisation.

The graphics shows the gender pay gap for Smiths News, alongside the UK's national gender pay gap overall figure for comparison. Our results show that the median pay gap is 4.04% lower than our men and lower than the 2020 UK national average of 15.5%. Despite Smiths News pay gap being lower than the national average, it is acknowledged that there is still a gap. With a higher male colleague population, Smiths News actively continues to address and review recruitment methodologies and initiatives and working patterns and conditions that are aimed at closing the gap. Unlike last year, the data this year does not include Tuffnells, which is no longer part of the company, and shows a worsening mean gender pay gap of 1.51% and a small increase to the median pay gap of 0.4%. Through our Everyone In programme scheduled this year, combined with our targeted recruitment initiatives, we aim to reduce this gap.

The gender pay gap differs from equal pay, which is the pay difference between men and women who carry out the same jobs, similar jobs or work of equal value.

Smiths News median gender pay gap is 4.04% lower than our men, 0.4% increase from our 2020 result of 4%. However, it continues to be significantly lower than the UK's National Median Gender Pay Gap average at 15.5%

(Source: ONS Statistics 2020)

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Proportion of Male and Female Colleagues Receiving a Bonus

Under gender pay gap legislation, a “bonus” is any cash, voucher or securities payment in addition to base salary which is non-recurring and does not relate to a specific allowance. For Smiths News, this will include Covid-19 Thank You vouchers provided to colleagues for their hard work and commitment during the pandemic.

The results are recognised as showing the mean bonus has weakened this year from -78.1% in 2020 to 32.85%. A difference in results was anticipated since the workforce and bonus initiatives previously included Tuffnells data whereas this year it does not. The spread between men and women has also widened this year within Smiths News as indicated by a 0% median outcome.



72.78%



40.83%

Bonus - Difference Between Male and Female Colleagues

**Mean
32.85%**

**Median
0%**



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As a responsible employer, Smiths News has adopted a zero-tolerance approach towards discrimination and is committed to promoting and encouraging diversity, together with supporting an inclusive working environment through our dedicated 'Everyone IN' Diversity and Inclusion steering group. Our 'Everyone IN' initiative strives to add value to our organisation, contributing to increased employee well-being and engagement

An integral part of our Diversity & Inclusion strategy this year has been to further understand our data, enabling us to take targeted action and drive relevant improvements. To facilitate this, we have introduced an annual diversity & inclusion survey, enabling us to measure success against each of our actions. One of the outputs from our first survey was to set up networks, sometimes known as affinity groups, to support particular cohorts of individuals within Smiths News. These networks are designed to raise awareness, provide support, enhance career development and influence policy. One of our first networks supports females within the business.

Smiths News understands that sameness doesn't work in a warehouse and it doesn't work in a workforce. We have embraced diversity and have always strived to bring people from different cultures, backgrounds, races, genders and sexual orientations together. Over its 16-year history, when it demerged from WH Smiths Plc, Smiths News has been committed to creating an environment that provides fair reward for all and ensures each and every colleague, no matter what their role, background or location, has access to personal development opportunities – to give them the support and tools to move to the next stage in their career.



Declaration:

We confirm that the information and data reported is accurate and in line with the UK Government's Equality Act 2010 (Gender Pay Gap Information) Regulations 2017

A handwritten signature in blue ink, appearing to read 'Emma Jones'.

People Director