

Tamworth Co-operative Society Limited – Gender Pay Gap Report 2017

Tamworth Co-operative Society is an Independent Co-operative Retailer in the UK, employing just over 280 colleagues involved in Food Retailing, provision of Funeral services, General Retailing and supporting activities.

We believe in a fair approach to pay for all our colleagues and are confident that men and women are paid equally for the same roles within our business.

Mean / Median – (Percentage difference between men and women)

| | <u>Mean</u> | <u>Median</u> |
|---------------|-------------|---------------|
| Average Pay | 29.65% | 6.57% |
| Average Bonus | 71.41% | 84.07% |

The Society's workforce is almost 80% female and 57% of our colleagues work on a part-time basis (less than 30 hours per week).

At 6.57% our median pay gap compares favourably to the average to the UK but this still leaves room for improvement and we are committed to taking action to close the gap.

We are confident that our gender pay gap is not a pay issue; payments are associated with the role of an individual and our analysis shows that our pay gap is driven by the structure of our workforce.

Quartile Data (Average number of females / males in each quarter of the workforce)

| <u>Quartile</u> | <u>Female</u> | <u>Male</u> |
|-----------------|---------------|-------------|
| Lower | 83% | 17% |
| Second | 89% | 11% |
| Third | 86% | 14% |
| Highest | 60% | 40% |

Bonus Participation

| | <u>Received</u> | <u>Did not Receive</u> |
|--------|-----------------|------------------------|
| Male | 6.9% | 93.1% |
| Female | 0.4% | 99.6% |

The Society has a very limited bonus structure; payments are associated with the role of an individual, rather than their gender.

Staff Profile (extract from last Society Annual Report)

The Society has a policy of promoting an environment free from discrimination, harassment and victimisation where everyone receives equal treatment regardless of their gender, colour, ethnic or national origin, disability, age, marital status, sexual orientation or religion. All decisions are based solely upon work criteria and individual merit. The Board is currently composed of five female and four male Directors (n.b. updated position currently rather than as reported in the annual report). Senior Management is made up of four men and two women.


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Sheree People
Chairman of the Board

Date: 2nd March 2018