

Tamworth Co-operative Society Limited – Gender Pay Gap Report 2019

Tamworth Co-operative Society is an Independent Co-operative Retailer in the UK, employing just over 270 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	30.97%	11.18%
Average Bonus	100%	100%

The Society's workforce is 80.2% female and 69.5% of our colleagues are contracted to work on a part-time basis (less than 30 hours per week).

Because of the diverse nature of business activities that the Society undertakes and the fact that the numbers of people employed is modest, small contractual payments associated with certain job roles can have quite an impact on the reported figures.

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	87%	13%
Second	88%	12%
Third	88%	12%
Highest	58%	42%

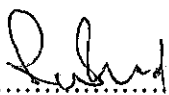
Bonus Participation

	<u>Received</u>	<u>Did not Receive</u>
Male	5.6%	94.4%
Female	0%	100%

The Society has a very limited bonus structure; payments are based on financial criteria and 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 four female and five male Directors. Senior Management is made up of three men and two women.



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Bob Read
Chairman of the Board

Date: 7th February 2020