

Tamworth Co-operative Society Limited – Gender Pay Gap Report 2021

Tamworth Co-operative Society is an Independent Co-operative Retailer in the UK, employing just over 300 colleagues involved in Food Retailing, provision of Funeral services.

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	24.85%	6.19%
Average Bonus	83.26%	(14.93%)

The Society's workforce is 80.0% female and 71.0% of our colleagues are contracted to work on a part-time basis (less than 30 hours per week).

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	73%	27%
Second	91%	9%
Third	89%	11%
Highest	67%	33%

Bonus Participation

	<u>Received</u>	<u>Did not Receive</u>
Male	88.3%	11.7%
Female	91.7%	8.3%

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.

Review versus Prior Year

There has been an increase in the percentage variance relating to the average (mean) pay gap. The value has risen from 22.08% in the prior year to 24.85% now. There appears to be no apparent reason for the change, other than the impact of the Executive Bonus Scheme, which is skewed as a result of the split of males / females.

Pay reviews during the period were not affected by a material rise in the National Living Wage. Which within our business has the effect of increasing the wages of female colleagues by a higher percentage than male colleagues.



.....
Bob Read
Chairman of the Board

Date: 10th December 2021