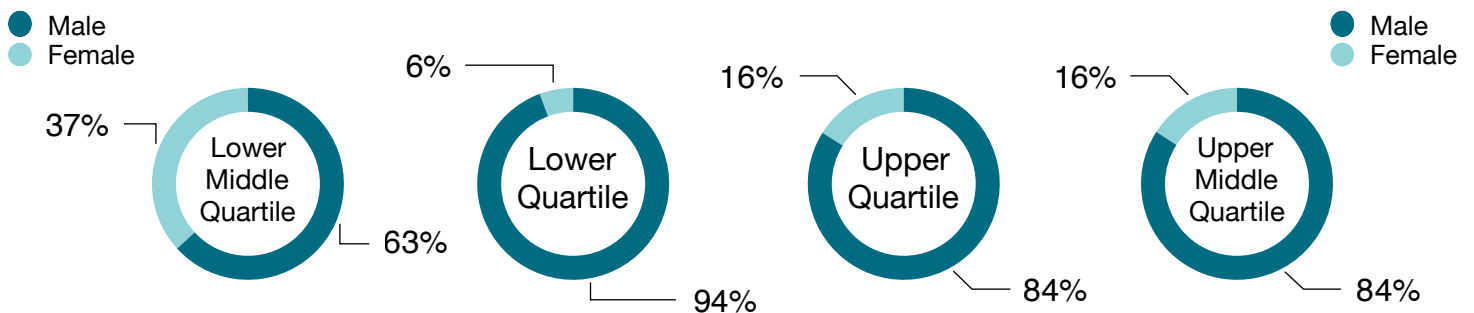


## Gender Pay Gap Statement

Across much of our business, we pay a standard rate for each role regardless of gender and this helps in reducing our gap. Our major area of development and focus is increasing the level of females across all business areas and giving development opportunities to the ones already in our employment. We are reviewing our recruitment processes to look at encouraging more females specifically into our Retail and Logistics teams as well reviewing our work practices such as offering more flexible working opportunities. Our people development strategy is the other area where we believe we can make significant headway in reducing our gender pay gap. The introduction of a new management development program to help skill increase and aid internal promotion is central to our activity and as a result we are confident we will have more senior females in our business. We are generally pleased with our results to date and look forward to continuing to actively reduce our pay gap and increasing the female presence in our business.

	Mean	Median
<b>Our Gender Pay Gap</b>	0.28%	4.54%
<b>Our Bonus Gender Pay Gap</b>	69.17%	50.0%

## Proportion of Males and Females per quartile at Better Bathrooms



## Percentage of people who receive a bonus at Better Bathrooms

