

Gender Pay Gap

Introduction

Courtesy Shoes Ltd t/a Wynsors World of Shoes employs around 425 people. They are employed across our 45 retail locations, in our warehousing operation, and within our Head Office. The approximate numbers in each area are:

| | |
|-------------|-----|
| Retail | 350 |
| Warehouse | 45 |
| Head Office | 30 |

Wynsors operates a consistent pay structure across the retail locations and warehousing operation, with Head Office roles varying in accordance with responsibility.

Gender Pay Gap Statistics

The following data as at 5th April 2021 was submitted to Government in 2022;

| | |
|-------------------------|-------|
| Hourly Pay Gap – Mean | 31.9% |
| Hourly Pay Gap – Median | 18.0% |

| | |
|------------------------|-------|
| Bonus Pay Gap – Mean | -3.7% |
| Bonus Pay Gap – Median | -6.2% |

Proportion of Males and Females receiving a Bonus;

| | |
|---------|-------|
| Males | 19.0% |
| Females | 12.5% |

Proportion of Males and Females in each quartile pay band;

| | Proportion of Males | Proportion of Females |
|-----------------------|---------------------|-----------------------|
| Lower Quartile | 16.0% | 84.0% |
| Lower Middle Quartile | 11.3% | 88.7% |
| Upper Middle Quartile | 10.4% | 89.6% |
| Upper Quartile | 52.4% | 47.6% |

I CAN CONFIRM THAT THE DATA REPORTED IS ACCURATE



MARK BUTTERWORTH – DIRECTOR