

Poundstretcher Ltd – UK Gender Pay Gap Report

From April 2017 all organisations with more than 250 employees must publish defined figures to show the Gender Pay Gap for a specific point in time. This report covers the pay period including 5th April 2023 as defined by the legislation and is based on hourly paid rates for the month of April 2023. It is the aim of Poundstretcher as an employer to offer fair reward plus the opportunity for advancement based on hard work and experience. We offer considerable amount of part time contracts and overall we employ a higher percentage of female colleagues spread throughout the entire pay range. Employment is based on suitability and availability at the point of recruitment. As an organisation we recognise the existence of the Gender Pay Gap and are exploring ways within the business to reduce gap further.

Hourly Pay

When measured as a mean average, the hourly pay for female employees is 5.6% lower than male employees.

This is the simple average calculation for all male employees in the period and all females in the period and is based on hourly rates for contracted employees.

When measured as a median average, the hourly pay for female employees is equal to that of male employees.

This is calculated using the middle earner from the female employees as compared to the middle earner from the male employees.

Pay Quartiles

The pay quartiles are calculated by taking the hourly rate of each employee and ranking them in order. The percentage of female and male employees that falls into each quartile is shown below.

Top	42%	58%
	male	female
Upper Middle	31%	69%
	male	female
Lower Middle	38%	62%
	male	female
Lower	47%	53%
	male	female

Bonus Pay

There was no bonus pay in the period and therefore nothing to report in this area.

The information contained within this report is report is accurate and has been compiled in accordance with The Equality Act 2010 (Gender Pay Gap Information) Regulations 2017.

Tristan Phillips

CEO

2nd April 2024