

## GENDER PAY GAP REPORT 2025

### What is Gender Pay reporting?

We are an employer required by law to carry out Gender Pay Reporting under the Equality Act 2010 (Gender Pay Gap Information) Regulations 2017.

The gender pay gap shows the difference in the average hourly earnings of men and women across an organisation **regardless of their roles or industry sectors**. The statistics can be affected by a range of factors, including the different number of men and women across all roles right across the workforce.

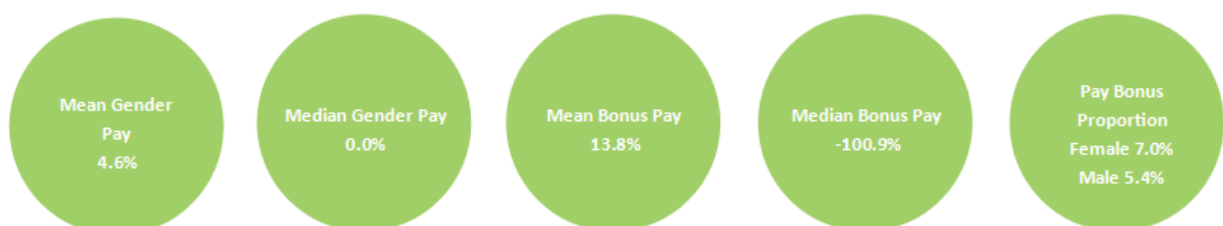
It's important to note that gender pay gap is different from equal pay. Where 'equal pay' is about men and women receiving equal pay for the same jobs, similar jobs or work of equal value.

### How are the averages and quartiles calculated?

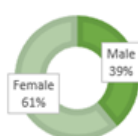
Gender Pay involves carrying out six calculations that show the difference between the average earnings of men and women in our organisation.

- **Mean Pay Gap:** shows the difference between the average hourly pay of men and women.
- **Median Pay Gap:** is the difference between the midpoints in the ranges of hourly pay of men and women.
- **Mean Bonus Gap:** is the difference between the average bonus paid to men and women.
- **Median Bonus Gap:** is the difference between the midpoints in the ranges of bonuses paid to men and women.
- **Pay Bonus Quartiles:** proportion of males receiving a bonus payment and proportion of females receiving a bonus payment
- **Pay Quartiles:** is the list of all pay data in numerical order and is divided into four equal parts.

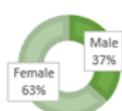
### Bents Pay Report



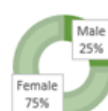
#### UPPER QUARTILE



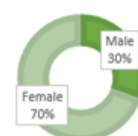
#### UPPER MIDDLE QUARTILE



#### LOWER MIDDLE QUARTILE



#### LOWER QUARTILE



## Statement from Joanne Derbyshire, Finance Director

As a family-run business, we are deeply committed to fostering an inclusive and fair workplace for all our colleagues, regardless of gender. This commitment is reflected in our dedication to maintaining an equal pay structure across the business.

We're pleased to report that our average gender pay gap remains below the UK national average at the time of this submission\*, and we continue to ensure that men and women receive equal pay for equivalent roles at Bents.

Our mean gender pay gap is 4.6% comparable to 2024 mean gender pay gap of 4.3%. Additionally, our median gender pay gap remains at 0% for the second-year running, indicating no difference in median pay between genders.

It's important to highlight that women hold a significant proportion of leadership roles within the business. In the upper quartile, 61% of roles are held by women compared to 39% by men. In the upper-middle quartile, women continue to make up 63% of management roles, consistent with our 2024 data. Across all quartiles, the overall proportion of female employees remains higher than male employees.

We remain confident that men and women are paid equally for performing the same roles. Differences in mean pay and bonus figures are influenced by role distribution, bonus eligibility, and workforce composition rather than unequal pay for the same roles. Our recruitment and retention practices are designed to uphold this equality, and we regularly review pay structures across all roles to ensure fairness.

We will continue to publish our Gender Pay Report annually, reinforcing our ongoing commitment to transparency and equality.

I confirm that Bents Garden Centre Limited's Gender Pay Gap calculations are accurate and comply with The Equality Act 2010 and Gender Pay Gap Information Regulations 2018.

*\*as per the ASHE (ONS) statistics report and an average of the submitted Gender Pay reports as at 23.10.25*