

Introduction

At Bradfords, we are committed to providing a working environment in which everyone feels valued and respected and is able to pursue a rewarding career whilst contributing to the success of our business.

We oppose all forms of less favourable treatment on the grounds of gender, colour, race, nationality, ethnic origin, marital status, disability, age, religion, sexual orientation or disability.

We support the introduction of mandatory gender pay gap reporting under the Equality Act 2010 (Gender Pay Gap Information) Regulations 2017. We are working hard to develop a more diverse workforce, which includes becoming a more attractive employer to everyone.

We are required to publish certain information regarding our Gender Pay Gap. This includes the percentage difference or 'Gap' in the mean (average) and median (mid-point) rates of full pay for men and women and bonus pay for men and women. We are also required to publish the proportion of men and women who received bonuses as well as the proportion of men and women in each of four quartile pay bands.

The legislation requires businesses with more than 250 employees to complete Gender Pay Gap reporting. For us, that means our Bradfords Building Supplies business (which includes our General Merchant, Kitchens & Bathrooms, Tool Hire and YPS businesses) and Crendon Timber Engineering. In the interests of transparency we are also reporting on Snows Timber which falls outside the legislation as it employs fewer than 250 employees.







Gender Pay Gap Reporting

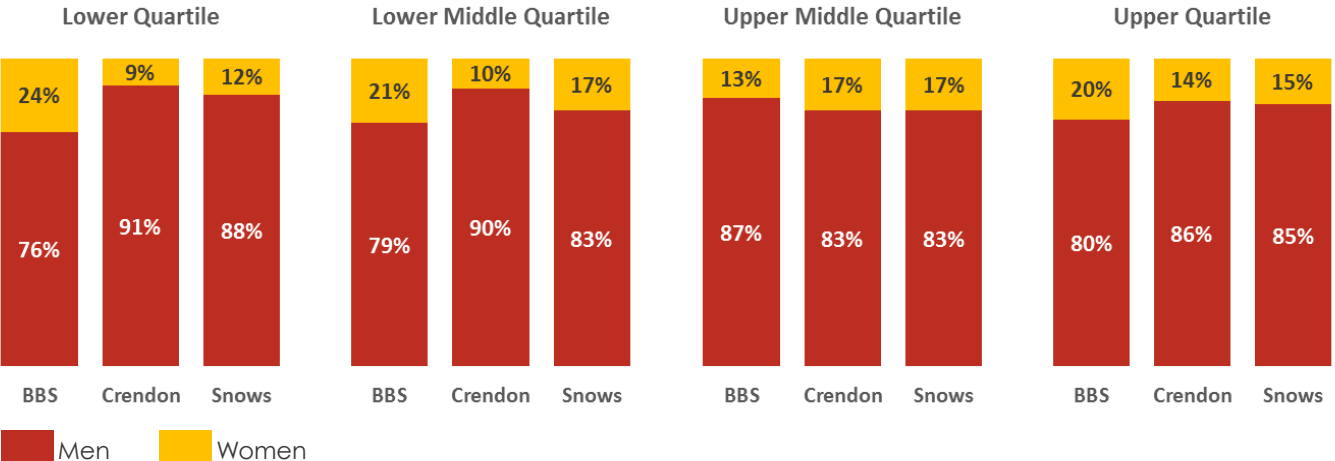
In our Bradfords Building Supplies businesses the female mean hourly rate is lower than the rate paid to men by 7.1%. The median gap is 3%.

In Crendon Timber Engineering the female mean hourly rate is lower than rate paid to men by 5.4%. The median figure is a negative gap of -3%. This means the median hourly pay for females is higher than the median hourly pay for men.

In Snows Timber there is a negative mean gender pay gap of -5% and a negative median gap of -1.6%. This means that both the mean and median hourly pay for females are higher than the mean and median hourly pay rates for men.

All of these figures are far lower than the UK national averages and show that we have no significant gender bias in either direction.

	   			UK Average
Mean	7.1%	5.4%	-5.0%	18.4%
Median	3.0%	-10.5%	-1.6%	17.4%



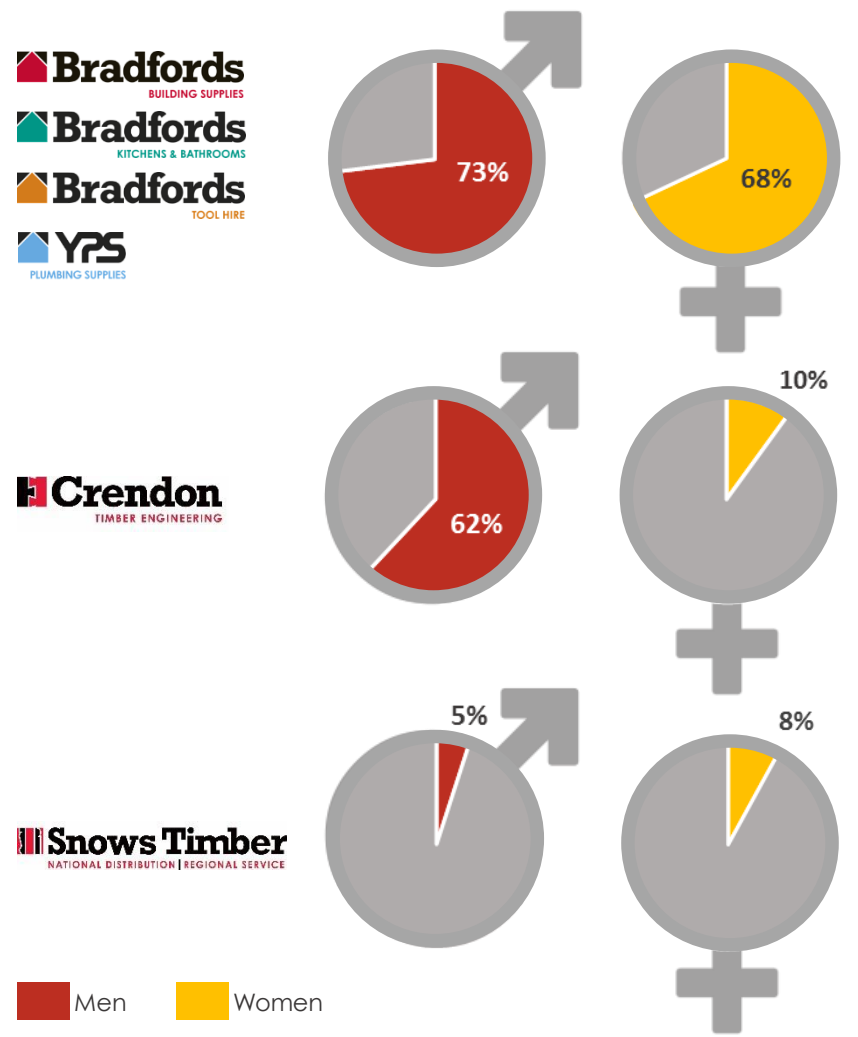
Our businesses, like many others in our sector, employ far more males than females. This can be seen clearly in the graphs to the left which show the percentage of males and females in each of four different equal pay quartiles.

We are working hard to attract more females to our businesses and are beginning to make good progress, especially with initiatives like our Apprenticeship Programme.

However, we recognise we still have much work to do in this area.

Bonus Gap Reporting

Percentage of Men and Women receiving a bonus



	Bradford's Building Supplies Bradford's Kitchens & Bathrooms Bradford's Tool Hire YPS Plumbing Supplies	Crendon Timber Engineering	Snows Timber National Distribution Regional Service
Mean	59%	64%	36%
Median	23%	100%	n/a

The majority of all employees in our Bradford's Building Supplies businesses received a bonus: 73% of male employees and 68% of female employees. The number of people receiving a bonus has increased in the last 12 months as the BBS performance has improved. The mean bonus pay gap in BBS is 59% and the median gap is 23%

The majority of male employees (62%) received bonuses in Crendon Timber engineering compared with only 10% of females. This is largely due to the significantly higher number of men working in our factories where production bonuses have been paid. The mean bonus gap in Crendon is 64% and the median is 100% (this is skewed by the small number of females receiving a bonus).

In Snows Timber 8% of females received a bonus compared with 5% of men. These figures are very low due to the current poor financial performance in Snows. The mean bonus gap in Snows is 36% and we are unable to calculate a median gap due to the small proportion of both males and females receiving a bonus.

Our reward programmes are gender neutral and as performance in all our businesses improves we expect to reward all employees with increased bonuses.

What are we doing to improve?

We are working hard to attract more females to want to work for our businesses. We are approaching this in a number of ways:

- We are currently reviewing our recruitment processes with a particular focus on female candidate attraction – we need to advertise our vacancies in places and ways that are attractive to everyone rather than people who normally work in our sector
- We have significantly improved our benefits package through our Acorn Rewards initiative. This includes the recent announcement that we have increased our maternity pay to double the Government minimum
- From May 2018 employees can purchase extra holiday. Experience from other companies shows this will be particularly attractive to females who can increase the number of day's holiday they can use over school holidays or where additional time is needed at home
- We are continuing to invest in upgrading our welfare facilities across our branches, sites, factories and distribution centres
- Our Apprentice programme has now been up and running for a year and there 44% of the participants are female
- Our Fast Track talent development programme is helping us develop our people and 40% of the participants are female – more than double the overall 20% of females across our business
- We are trying to improve the number of part time employees across all our businesses. We anticipate this will help us be more attractive to females looking for greater flexibility in their working requirements

Conclusion

At Bradfords we are committed to ensuring we minimise our Gender Pay Gap, develop a more diverse workforce and ensure that everyone can progress and develop their careers with us through ambition, hard work and strong performance.

A handwritten signature in black ink, appearing to read 'Nick Scott', written in a cursive style.

Nick Scott

Group HR Director