



GR & MM Blackledge PLC is a retail group, founded in 1970 and has been serving customers initially locally in the North West and later more widespread in total for over 49 years. The Company was initially started by the owners, Graham and Margaret Blackledge, on a market stall in Skelmersdale, and they are still very active in the business today.

The company's "offer" is a range of toiletries, health and beauty products and fragrance best described as top end mass market together with complimentary good quality products. The Company trades as "Grahams" and "Bodycare" from 135 stores. The stores are based throughout the U.K. from Dundee in the North to Swindon in the South and from Rhyl in the West to Grimsby in the East.

## **Gender Pay Reporting 2018**

Gender pay reporting legislation requires employers with 250 or more employees to publish statutory calculations every year showing how large the pay gap is between their male and female employees.

### **What is Gender Pay?**

The gender pay gap is an equality measure that shows the difference in average earnings between women and men.

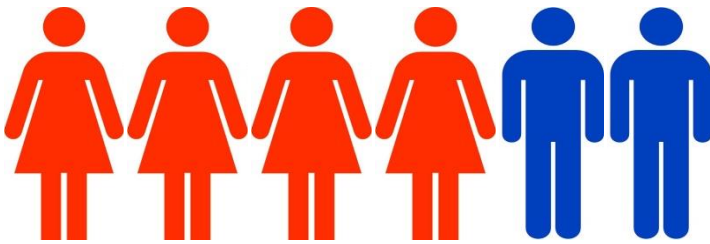
### **Gender pay reporting is different to equal pay**

Equal pay deals with the pay differences between men and women who carry out the same jobs, similar jobs or work of equal value. It is unlawful to pay people unequally because they are a man or a woman.

The gender pay gap shows the difference in the average pay between all men and women in a workforce.

Below is a summary of our results as of the snapshot date (5 April 2018)

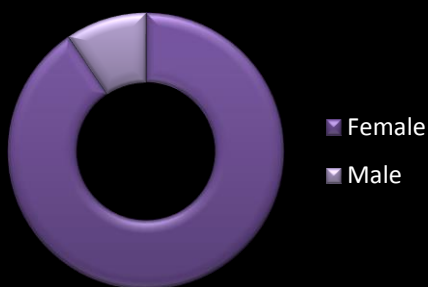
## The demographics of our employees:



The data used for our results is from 5 April 2018 when the demographics of our employees were 1419 females and 138 males.

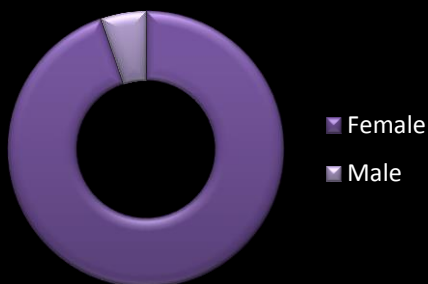
## Our findings

### Mean Hourly Pay



Our figures show that the difference in our mean gender pay gap in hourly rate is 9.44%.

### Median Hourly Pay



Our figures show that the difference in our median gender pay gap hourly rate is 5.27%.

## Proportion of men and women receiving a bonus

In regards to bonuses, there is no bonus scheme in place throughout the company for the store, warehouse or office employees. One male does receive a bonus due to the specific nature of his role. There is not a female in the same or comparable role.

Therefore our statistics for the bonus section is as follows:

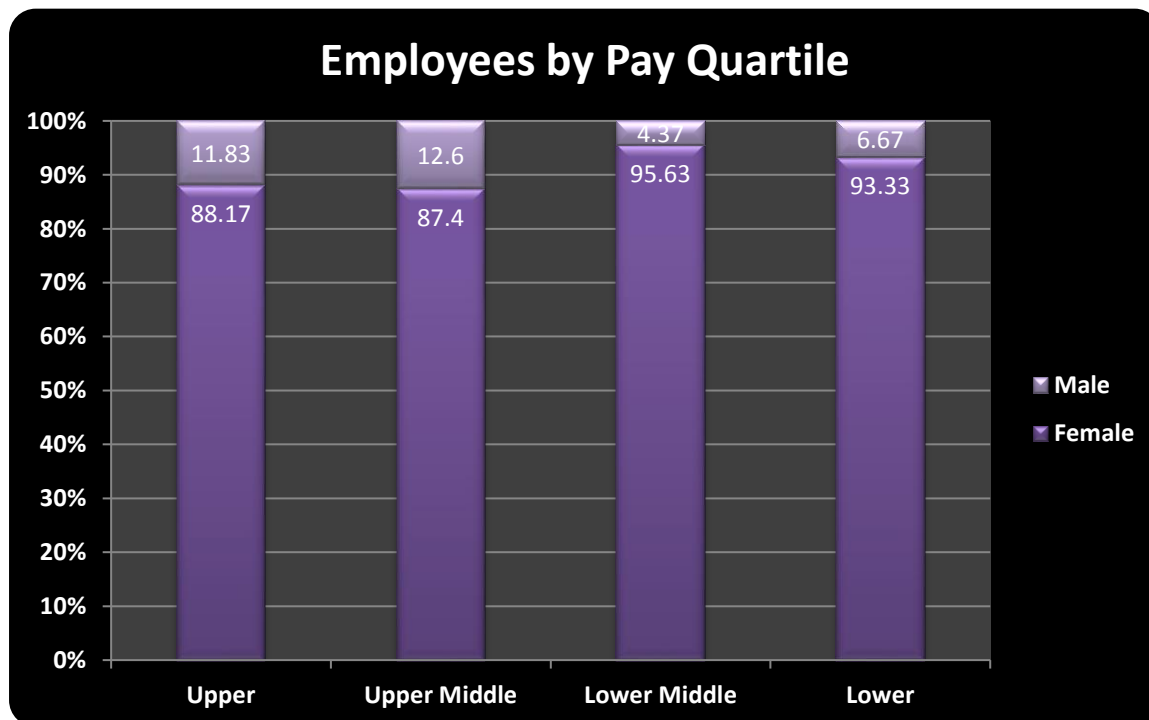
Difference in bonus pay – mean = 100%

Difference in bonus pay – median = 100%

Percentage of males who received a bonus is 0.7%

Percentage of females who received a bonus is 0%

## The proportion of males and females in each quartile pay band



This calculation requires us to show the proportions of male and female full-pay relevant employees in four quartile pay bands, which is done by dividing the workforce into four equal parts.

I can confirm that the data contained in this report is accurate.

Daniel Blackledge

**Director**