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## Esher Mail Order Limited

### Gender Pay Gap Report

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Esher Mail Order Limited (“the Company”) is required to publish an annual gender pay gap report in accordance with The Equality Act 2010 (Gender Pay Gap Information) Regulations 2017.

The report below is based on the snapshot date of 5<sup>th</sup> April 2020. For the relevant pay period, the Company employed 107 full-pay relevant female employees and 109 full-pay relevant male employees.

#### Gender Pay Gap

The table below summarises the mean and median gender pay gap percentages:

	2020		2019	
	Mean	Median	Mean	Median
All employees	17.9%	1.4%	21.3%	0.0%
National average	14.6%	15.5%	16.2%	17.3%

The majority of employees undertake roles in despatch, packing and customer care. These roles are hourly paid and the hourly pay rate is the same for male and female employees. This explains why the median hourly rate of pay is largely the same for male and female employees.

The headline mean gender pay gap of 17.9% for the Company is heavily distorted by the greater proportion of males to females within more senior roles within the business. These roles are mostly based in our Brecon headquarters where recruiting staff with the necessary skills and experience can be challenging, which means there is limited opportunity to create a more gender-balanced workforce. This is both a geographical as well as a sectoral issue. Even allowing for this distortion, the Company is pleased to report that its mean gender pay gap has improved and the median gender pay gap is significantly better than the national average.

## Bonus Gender Pay Gap

The table below summarises the mean and median bonus gender pay gap percentages:

	2020		2019	
	Mean	Median	Mean	Median
All employees	79.1%	61.9%	79.1%	61.9%

(Bonus includes sales commissions)

Bonuses are performance-related and are paid to 8.6% (2019: 6.6%) of male employees and 6.5% (2019: 10.0%) of female employees. The percentages shown in the above table are very heavily distorted by the greater proportion of males to females within senior roles at the Brecon headquarters, for reasons previously noted. Many of these roles are of a commercial nature and comprise a low base salary and a high bonus element.

## Pay Quartiles by Gender

	2020		2019	
	Female	Male	Female	Male
Lower	46.3%	53.7%	53.1%	46.9%
Lower Middle	61.1%	38.9%	51.6%	48.4%
Upper Middle	53.7%	46.3%	60.9%	39.1%
Upper	37.0%	63.0%	40.6%	59.4%

The above table shows the gender split for each quartile of pay, based on the hourly rate of pay for each employee. Whilst the lowest pay quartile has a relatively even split between male and female employees, there has been a pleasing improvement in the number of female employees falling into the lower middle and upper middle pay quartiles.

Management have always recognised the importance of recruiting a well-balanced senior workforce to its headquarters in Brecon, and have offered a very flexible working environment for all employees. Significant investment has been made in a new headquarters building to create a modern and vibrant working environment that has helped attract a wider and more diverse range of employees to the area.

I confirm that the information contained within this report is accurate.

*Mike Rees*

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**G J M Rees**  
**Managing Director, Esher Mail Order Limited**  
**18<sup>th</sup> August 2021**