



## S.M. Bayne & Co Ltd Gender Pay Gap Report 2025

As a company we are committed to ensuring that everyone is treated equally, and in line with our core value of Respect. All colleagues, irrespective of gender, race, ethnicity or background have the opportunity to develop. We are confident that our gender pay gap is not caused by men and women being paid differently to do the same job but is determined instead by the structure of our workforce.

The data is based on 916 employees at the snapshot date 5th April 2025, of which 262 are men and 654 are women. This shows that in common with many other retail sector businesses, we employ many more women than men.

<b>Mean and Medium Gender Pay Gap in hourly pay</b>						
The table below shows our overall mean and median gender pay gap based on hourly rates of pay. The percentage shown is the difference in overall mean and median pay between men and women.						
	2025 Data		2024 Data		2023 Data	
Mean Gender Pay Gap in Hourly Pay	12.4%		9.9%		10.7%	
Medium Gender Pay in Hourly Pay	6.7%		0.00%		2.6%	
<b>Mean and Medium Gender bonus Gap in hourly pay</b>						
The table below shows our overall mean and median gender bonus. The percentage shown is the difference in overall mean and median bonus between men and women.						
Mean Gender Pay Gap in Bonus	52.5%		50.2%		47.7%	
Medium Gender Pay Gap in Bonus	13.91%		-6.8%		24.8%	
<b>Proportion of men and women receiving a bonus payment</b>						
The table below shows the % of men and women who received a bonus payment.						
Proportion of Men who received a bonus payment	7.9%		11.7%		5.6%	
Proportion of Women who received a bonus payment	17.5%		21.2%		16.7%	
<b>Proportion of Men and Women in Each Pay Quartile</b>						
The table shows the % of men and women in each quartile.						
	2025 Data		2024 Data		2023 Data	
	Men	Women	Men	Women	Men	Women
	%	%	%	%	%	%
Upper Quartile	48.03	51.97	41.5	58.5	47.8	52.2
Upper Middle Quartile	27.07	72.93	25.3	74.7	24.9	75.1
Lower Middle Quartile	21.40	78.60	39.7	60.3	19.5	80.5
Lower Quartile	18.34	81.66	13.1	86.9	28.9	71.1

When looking at the pay differentials by quartile, the above table once again reflects our company workforce profile and the positive aspect of the high level of female employees in the upper middle and upper quartiles.

We are committed to working towards reducing our gender pay gap, and to develop our colleagues. I can confirm that the information within this report is accurate.

John Bayne  
Joint Managing Director  
2 March 2026