

# SEASALT

## CORNWALL

### SEASALT LIMITED - GENDER PAY GAP

Each year, organisations with more than 250 employees are asked by the UK government to report on the earnings gap between female and male employees.

The snapshot date of 5 April 2020, as dictated by the government, coincided with the furlough of many Seasalt colleagues, particularly in our retail stores. In addition, many Head Office employees agreed to reduce their hours and remuneration for a number of months at that time, due to the temporary reduction in customer demand as a result of the pandemic. The population we are able to include in our report as "Full Pay Relevant" employees, as required by the government, is therefore much smaller than in previous years (while our total headcount was just over 1,000, we are only able to include 128 of our employees in the calculations).

These reduced numbers will clearly impact on the results we are required by the government to publish but which will not be representative of a larger proportion of the whole workforce as in previous years.

We therefore include at the end of this note (B) a supplementary pay gap analysis of basic hourly pay rates which covers all employees in October 2021. This is for illustration purposes only but our intention is to give readers a more realistic picture of the gap between male and female pay at Seasalt. We are also able to show here the spread of female and male employees and the associated pay gaps in each of our pay bands.

Since our last gender pay gap report we have introduced pay banding and we continue to offer a wide range of opportunities at all levels to all genders. Whilst the results for the next report, which looks at the earnings period including 5 April 2021, will also be impacted by some continued furlough, we expect them to be more representative of our employee population.

#### **A. Gender Pay Gap Report submitted to gov.uk**

Median 0% (the median rate is £11.06 for both genders)

Mean 1.5% (£12.12 Female and £12.31 Male)

### **Quartiles (proportion of Females and Males in each pay quartile)**

Female	Male	
71.9%	28.1%	Upper
62.5%	37.5%	Upper Middle
71.9%	28.1%	Lower Middle
62.5%	37.5%	Lower

**Bonus Pay Gap** – not applicable because none of the employees who were paid a bonus were included in the Full Pay Relevant population.

**Bonus Proportions** – over the 12 months ending April 2020

Female 8.77%

Male 4.49%

## **B. Hourly Rate Report – Seasalt employees October 2021**

We have an overall predominance of females at Seasalt, particularly in bands 1 and 2, reflecting the larger proportion of female colleagues in our stores.

The gap between female and male hourly pay rates is shown as a percentage – the difference by which male pay is higher than female pay (if female pay is higher than male pay then the number would appear as a minus).

The Median Pay Gap is calculated by ranking all pay female and male hourly pay rates, highest to lowest and comparing the rates in the middle of those rankings (the median). The Mean Pay Gap is calculated by adding all the female and male hourly pay rates together and dividing the total by the number of employees (the mean, or average).

The **gender pay gap** is analysed by looking at all females and males and their pay rates, irrespective of the job they do, so each of our job bands can encompass a range of hourly rates.

For clarity, **equal pay** is about ensuring that males and females are paid the same for the same work or work of equal value.

Job Band	No of Employees in band	No of Females	No of Males	Median Pay Gap %	Mean Pay Gap %
Band 1	723	635	88	0.0	0.5
Band 2	138	107	31	1.9	2.8
Band 3	105	75	30	0.9	0.2
Band 4	34	20	14	13.6	12.1
Band 5	13	6	7	10.7	12.8
Exec	8	2	6	2.4	-4.6
<b>Overall</b>	<b>1021</b>	<b>845</b>	<b>176</b>	<b>18.7</b>	<b>26.6</b>

Signed by:



Paul Hayes  
**Chief Executive Officer**

1<sup>st</sup> November 2021

*Review date: November 2022*