



Gender Pay Gap Report 2024

Under the gender pay gap reporting legislation, as an employer with over 250 employees, Ocado Retail Limited (“Ocado”) is required to report specific information about the difference in average pay for its male and female employees.

Ocado’s gender pay gap metrics are calculated using employee data from 5 April 2024. This date is used as a ‘snapshot’ of Ocado’s employee population.

Our gender pay gap metrics are submitted on the Government’s online portal and are as follows:

Hourly Pay

Hourly pay for women is:

- 8% lower than for men (based on median hourly pay)
- 12% lower than for men (based on mean hourly pay)

Pay Quartiles

The proportion of women and men in each payroll quartile is:

	Upper	Upper Middle	Lower Middle	Lower
Women	53%	66%	64%	62%
Men	47%	34%	36%	38%

Bonus Pay

Bonus pay for women is:

- 16% lower than for men (based on median bonus pay)
- 20% lower than for men (based on mean bonus pay)

Ocado Retail Ltd

Apollo Court 2 Bishop Square, Hatfield Business Park,
Hatfield, Hertfordshire, United Kingdom, AL10 9EX

Registered in England & Wales at the above address, Number 03875000

The proportion of women and men receiving a bonus is:

- 62% of women
- 59% of men

Ocado Retail has had female CEOs since it began in 2019 and half of our senior leadership group are women. As part of our Annual Reward Reviews, we consider pay equity to ensure women and men are paid the same for work of equal value..

Declaration

I confirm this information is accurate.

Hannah Gibson



Chief Executive Officer

Ocado Retail Limited

March 2025

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