

## Gender Pay Gap Report 2021

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 2021. 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

- 22% 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	47.7%	58.2%	65.5%	72.2%
Men	52.3%	41.8%	34.5%	27.8%

### Bonus Pay

Bonus pay for women is:

- 14% lower than for men (based on median bonus pay)
- 1% lower than for men (based on mean bonus pay)

The proportion of women and men receiving a bonus is:

- 78.7% of women
- 78.9% of men

### Declaration

I confirm this information is accurate.

Niall McBride

Chief Financial Officer  
Ocado Retail Limited  
4 April 2022