



## Gender Pay Gap Report 2023

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 2023. 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:

- 7% lower than for men (based on median hourly pay)
- 7% 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	62%	57%	62%	64%
Men	38%	43%	38%	36%

### Bonus Pay

Bonus pay for women is:

- 0% lower than for men (based on median bonus pay)
- 22% lower than for men (based on mean bonus pay)

The proportion of women and men receiving a bonus is:

- 67% of women
- 33% of men

Ocado Retail has had female CEOs since it began in 2019 and over 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, and we embrace flexible and hybrid working which can help female employees continue to progress into more senior roles. The majority of logistics and driver roles sit with one half of our parent company, Ocado Group, so are not included in our figures. Ocado Retail employees work either at head office or in our customer contact centre and therefore our report represents a different workforce structure to most other supermarkets.

### **Declaration**

I confirm this information is accurate.

Hannah Gibson



Chief Executive Officer

Ocado Retail Limited

18 March 2024