



Gender Pay Gap Report 2017

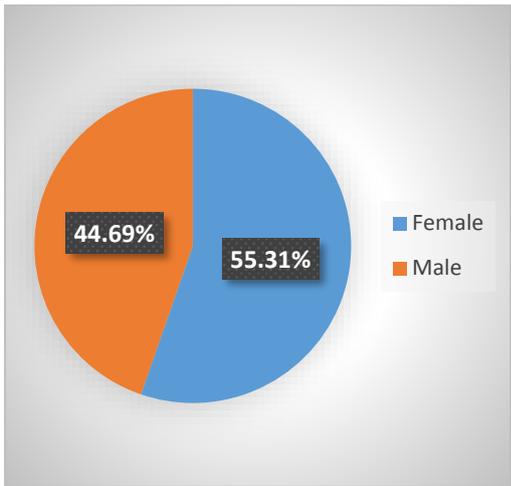
At Poundworld we aim to ensure that all our employees are rewarded fairly for their work and enjoy the same opportunities in their careers.

Gender pay reporting legislation requires employers with 250 or more employees to publish statutory calculations every year showing how large the pay gap is between their male and female employees. The information is based on hourly rates of pay at the snapshot date of 5th April 2017.

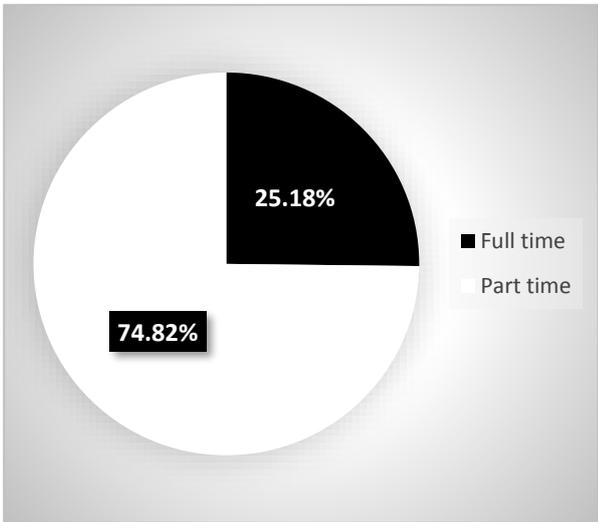
SUMMARY OF OUR RESULTS.

Over half our workforce is female and due to the flexible nature provided by work in retail over 70% of all our employees are part-time working less than 32 hours per week.

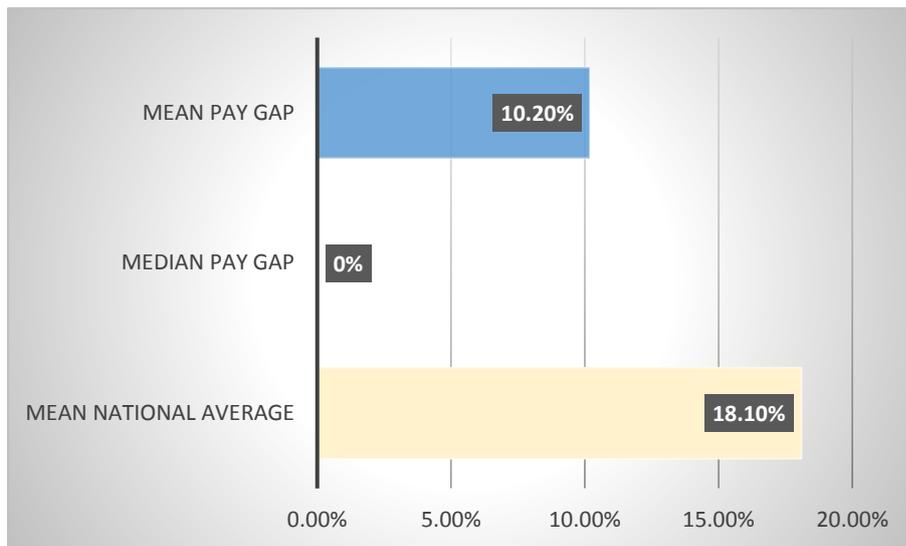
Percentage split between male and female employees



Percentage split between full time and part time employees



OUR PAY GAP RESULTS



*2017 Office for National Statistics

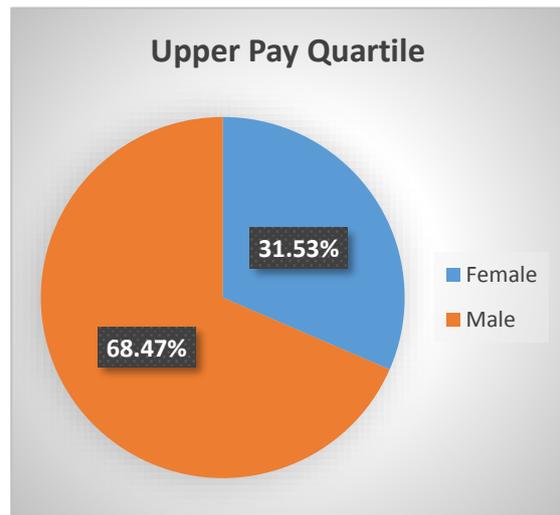
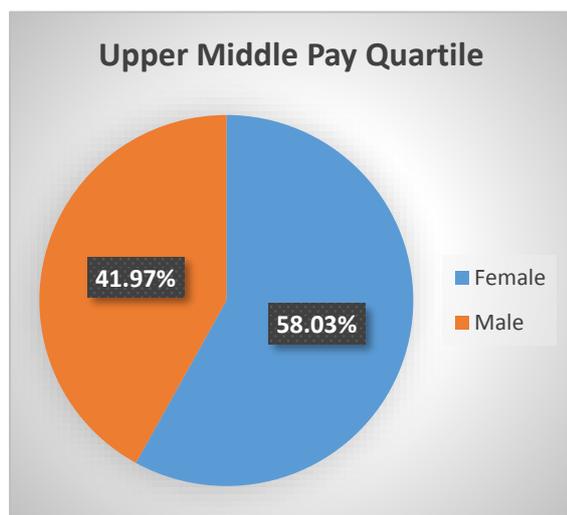
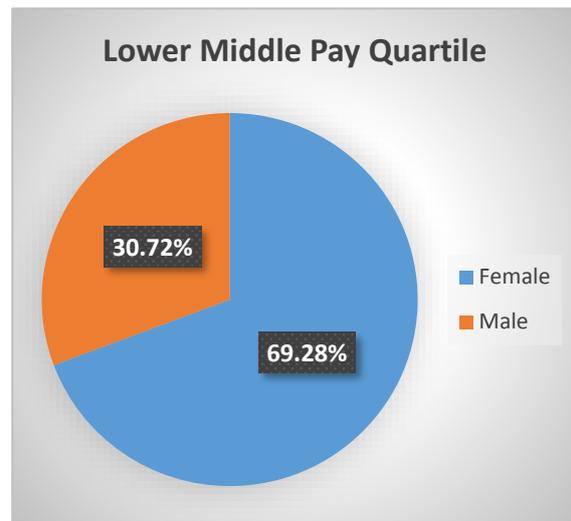
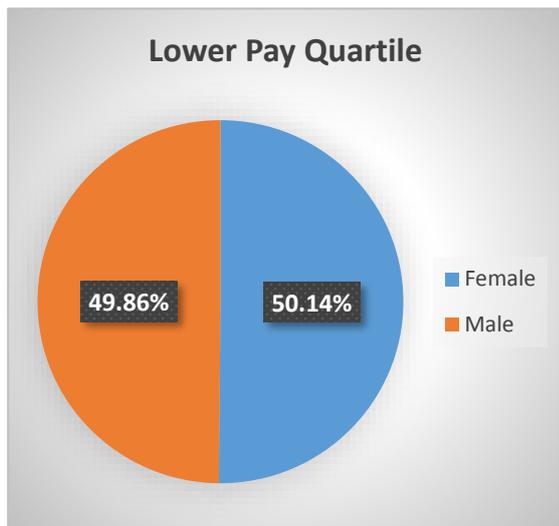
While our mean gender pay gap of 10.20% is much lower than the 2017 ONS national average figure of 18.1% and on a median basis there is no gender pay gap, we recognise there is still more work to do to close the gap.

The gap can be attributed to the fact that more male colleagues chose to work full time and are working in more senior roles, which are higher paid, across the Company. This is demonstrated in the Gender Demographic per quartile shown below.

GENDER DEMOGRAPHIC PER QUARTILE

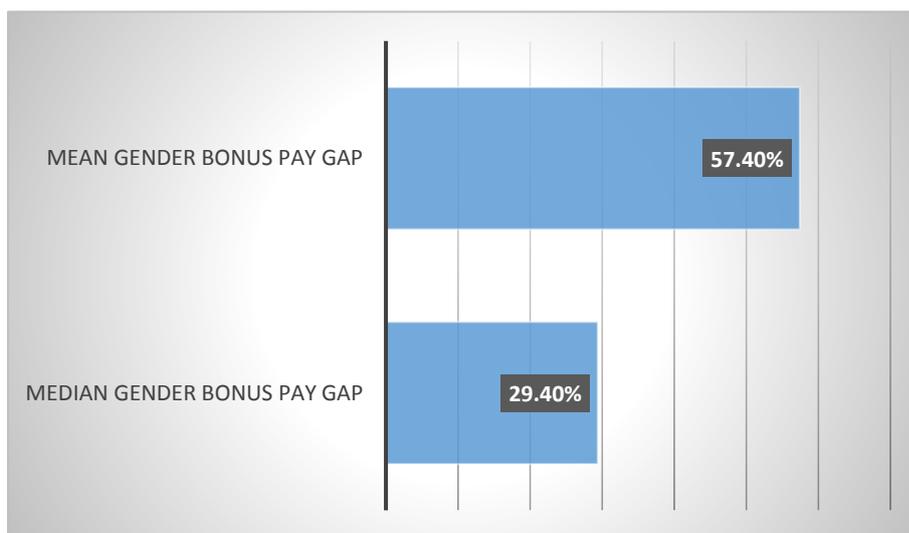
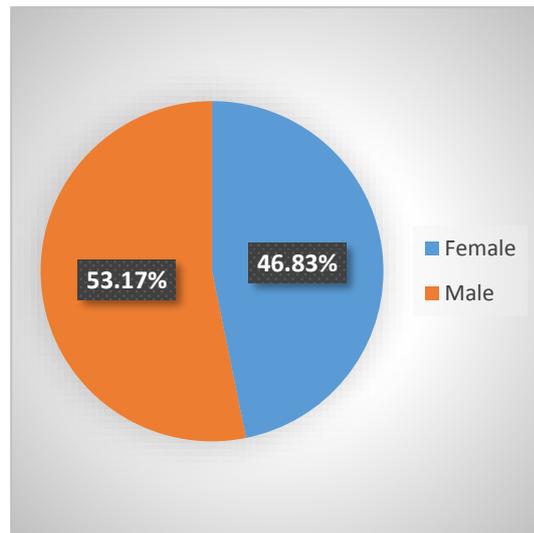
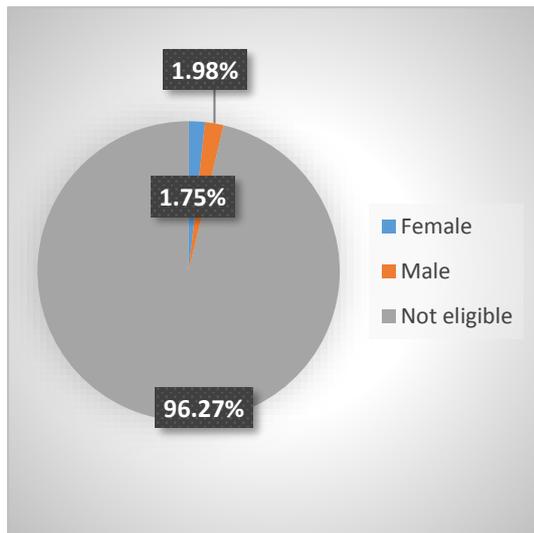
The chart ranks all our employees by pay from lowest to highest and then divides it into four equal groups. This shows that proportionally there are more male colleagues than female colleagues in the highest paid quartile.

Plans have been developed to create more balance across our business during 2018/19.



GENDER BONUS GAP

Employees who received a bonus



The bonus gender pay gap identified is a reflection of the fact that only a very small proportion of the Company's employees received a bonus as well as of the fact that there are currently more male employees than female employees in senior roles within the Company.

All of this information will help us to focus on developing our female employees (by further developing our training and/or providing more development opportunities) whilst continuing to engage line managers in their understanding of the impact of unconscious bias.