



# PetsCorner™

## Our median gender pay gap is only **6.16%**



<b>1.1 Mean gender pay gap (hourly pay)</b>	
Mean hourly pay rate for men	£12.83
Mean hourly pay rate for women	£10.06
<b>Mean gender pay gap</b>	<b>21.54%</b>
<b>1.2 Median gender pay gap (hourly pay)</b>	
Men's median hourly rate	£10.50
Women's median hourly rate	£9.85
<b>Median gender pay gap</b>	<b>6.16%</b>
<b>2 Proportion of men and women receiving bonus pay</b>	
Male relevant employees who received a bonus in 12 months to Mar 22	240
Total number of relevant employees who are male	259
<b>Percentage of men who received a bonus</b>	<b>93%</b>
Female relevant employees who received a bonus in 12 months to Mar 22	849
Total number of relevant employees who are female	907
<b>Percentage of women who were paid a bonus</b>	<b>94%</b>
<b>2.1 Mean gender pay gap using bonus pay</b>	
Men's mean bonus pay	£4,456.75
Women's mean bonus pay	£1,347.22
<b>Mean gender pay gap for bonuses</b>	<b>69.77%</b>
<b>2.1 Median gender pay gap using bonus pay</b>	
Men's median bonus pay	£945.89
Women's median bonus pay	£900.00
<b>Median gender pay gap for bonuses</b>	<b>4.85%</b>
<b>3 Percentage of males and females in each pay quartile</b>	
<b>Upper hourly pay quarter</b>	
Percentage of men	36.09%
Percentage of women	63.91%
<b>Upper middle hourly pay quarter</b>	
Percentage of men	22.61%
Percentage of women	77.39%
<b>Lower middle hourly pay quarter</b>	
Percentage of men	22.61%
Percentage of women	77.39%
<b>Lower hourly pay quarter</b>	
Percentage of men	19.57%
Percentage of women	80.43%

#### **ORGANISATION'S STRUCTURE**

We are a retailer of pet related products. Our head office is located at Spindle Way, Crawley, West Sussex, RH10 1TG.  
We are part of the Pet Family group of companies.  
We have a group turnover of £87.3 million.

#### **OUR BUSINESS**

Our business is organised into a Head Office, National distribution service warehouse in Handcross, 150 stores across the UK, 97 are stand alone, 53 are garden centres 40 of which include Dogwood grooming spas.

#### **OUR SUPPLY CHAINS**

Our supply chains include:

- Manufactures and distributors of the products that we sell.
- Suppliers of office equipment, store fixtures and fittings.
- Transportation.
- Suppliers of services such as legal, finance and IT.

#### **OUR POLICIES ON SLAVERY AND HUMAN TRAFFICKING**

We are committed to ensuring that there is no modern slavery or human trafficking in our supply chains or in any part of our business. Our Anti-Slavery Policy reflects our commitment to acting ethically and within integrity in all our business relationships. Implementing and enforcing effective systems and controls to ensure slavery and human trafficking is not taking place anywhere in our supply chains.

#### **DUE DILLIGENCE PROCESS FOR SLAVERY AND HUMAN TRAFFICKING**

As part of our initiative to identify and mitigate risk we discuss our supply chain at board meetings and we have in place systems to:

- Identify and assess potential risk areas in our supply chains.
- Mitigate the risk of slavery and human trafficking occurring in our supply chains.
- Monitor potential risk areas in our supply chains.
- Protect whistle blowers.

#### **SUPPLIER ADHERENCE TO OUR VALUES**

We will endeavour to ensure that the suppliers we deal with share our zero-tolerance attitude to slavery and human trafficking.

#### **TRAINING**

To ensure a high level of understanding of the risks of modern slavery and human trafficking in our supply chains in our business, we provide training to our staff.

#### **FURTHER STEPS**

Following a review of the effectiveness of the steps we have taken this year, we will continuously improve our code and policy, as well as practices and due diligence system to ensure no human rights abuses in any part of our business and in our supply chain.

This statement is made pursuant to section 54(1) of the Modern Slavery Act 2015 and constitutes our slavery and human trafficking for the financial year ending 31<sup>st</sup> March 2023.



Stephen Holland  
Retail Director

Pets Corner (UK) Limited