



Peregrine
Retail Ltd.

GENDER PAY GAP REPORT FOR 2020

PART OF THE MOTOR FUEL GROUP

Gender Pay Gap

Gender Pay Gap analysis identifies the percentage difference between the average (mean or median) earnings and bonuses of men and women. The difference is expressed as a percentage of men's earnings.

Positive percentage figures identify that, overall, female employees have lower pay or bonuses than male employees. By contrast, a negative percentage figure indicates the opposite; namely that male employees have lower pay or bonuses than female employees.

Gender Pay Gap analysis differs from Equal Pay analysis in that it measures the difference in pay based on all men and women in a Company irrespective of what work they are undertaking, rather than focusing on the pay of those carrying out the same or similar jobs or work of equal value.

Measurements

Under the legislation, the Company is obliged to undertake the following calculations of employee's pay.

1. The mean gender pay gap:

This calculation identifies the difference between the mean (average) hourly rate of pay (including salary, allowances and other payments) of male and females who received their full pay during the April 2020 pay period.

2. The median gender pay gap:

This calculation identifies the difference between the median (middle) hourly rate of pay (including salary, allowances and other payments) of male and females who received their full pay during the April 2020 pay period.

3. The proportion of males and females receiving a bonus payment:

This calculation shows the percentage of males and females who were paid any bonus in April 2020 or the 12 months leading up to it.

4. The mean bonus pay gap:

This calculation identifies the difference between the mean (average) bonus pay of all males and females employed as at the 6th April 2020 who received a bonus as at 6th April 2020 and/or the preceding 12 months.

5. The median bonus pay gap:

This calculation identifies the difference between the mean (middle) bonus pay of all males and females employed as at the 6th April 2020 who received a bonus as at the 6th April 2020 and/or the preceding 12 months.

6. The proportion of males and females in each quartile pay band:

This calculation requires an employer to show the proportions of male and female full-pay relevant employees in four quartile pay bands, which is done by dividing the workforce into four equal parts.

Quartile Bandings

Quartile 1 = Lower Quartile

Quartile 2 = Middle Lower Quartile

Quartile 3 = Upper Middle Quartile

Quartile 4 = Upper Quartile

The Peregrine Retail Limited Gender Pay Gap 2020

Peregrine Retail Limited is a company within the Motor Fuel Group which operated 14 directly managed motor fuel service stations throughout the South West of England and Wales in 2020.

Unlike the majority of the sites owned by the Motor Fuel Group, Peregrine Retail employs all the staff working at its sites. The workforce is made up of sales assistants, assistants and site managers and a small number of above site managerial positions.

Gender Pay Gap

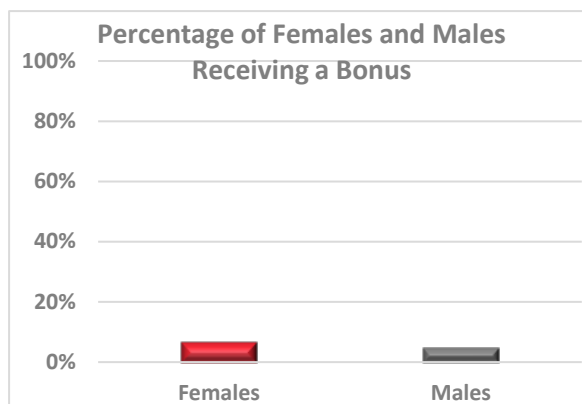


The low mean figure, indicating there is a very small gender pay gap within Peregrine Retail Limited, is consistent with the practice of paying the majority of staff either the National Living/Minimum Wage, or an hourly rate based on this.

The relatively small Above Site team, consisting of both men and women also helps contribute to these figures,.

Given the link of wages to statutory pay rates, it is unsurprising that the Median hourly rate of £8.72 for both men and women is also the National Living Wage rate.

Bonus Gap

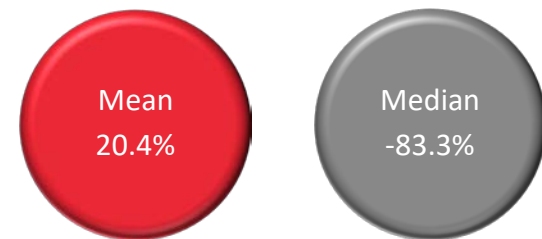


Bonuses are restricted to employees at Assistant Manager level or above, of which, 70% are female.

Only 7% of females and 5% of males received bonuses.

Only 9 staff received bonuses for the full year (the remaining 11 employees receiving quarterly bonuses only for the periods in which they were employed by the Company). There were also some one-off bonuses paid to staff.

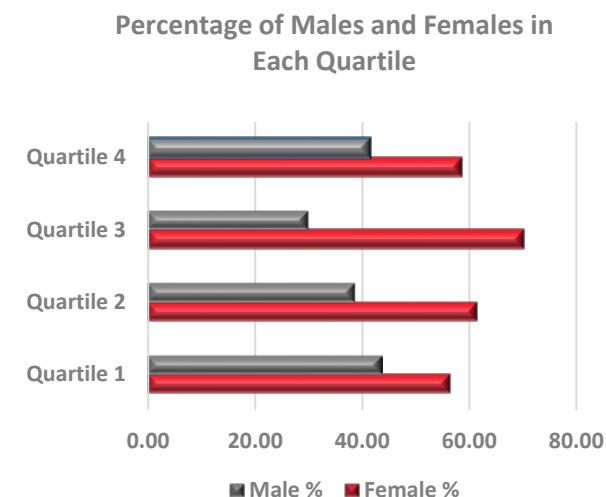
These factors have had a significant impact on the mean calculation, due to the relatively small size of the employee population receiving bonuses.



As a consequence, the mean bonus pay gap is 20.4%, but this is likely to fall when the calculation is re-run in 2021.

The median bonus pay is similarly affected as all but one of the male managers joined the Company part way through the year and only received bonus payments for part of the year.

Quartiles



The Quartile figures are consistent with the broader retail sector, which tends to attract a higher number of female employees than males.

Given that the National Minimum / Living wage is age related, we can say with some confidence that the company tends to attract younger males, but less of them see it as a longer term option as they get older (when compared to females).

The 4th (the higher) quarter indicates that there is some levelling up between the genders for more senior posts (Assistant Manager and above), although females still occupy the majority of the positions.

Conclusions

Peregrine Retail Limited is a motor fuel retail company which has a very low mean gender pay gap of 0.28% and no median pay gap, indicating that male and female employees' are paid equally. This compares favourably with the industry sector which (where figures exist) has a gender pay gap of 3.8% and the retail sector as a whole which had a gender pay gap in 2019 of 9.1% (BRC 2019).

The main reason for this is that the vast majority of staffs' pay is related, either directly or indirectly, to the statutory Minimum or Living Wage. This results in both genders receiving equal pay based on their age. This also explains why the Median hourly rate of pay is the National Living Wage rate of £8.72 (the hourly rate for the National Living Wage).

As the quarterly bonus payments are directly related to salary, a combination of the relatively small population size, employees joining part way through the year and the payment of exceptional one-off bonuses accounts for the main variances.

Like the retail industry as a whole, 60% of the employees within Peregrine Retail Limited are female (BRC 2019). However, females occupy 70% of the Managerial and Assistant Managerial positions within the Company. There is a fall in the number of males working at the Company as they get older, although they remain attracted to managerial positions within the business.

Recommendations

The company should continue to set pay rates for staff that are equitable to both genders.

The Company should consider what can be done to make working at sites in non-managerial roles more attractive to male employees.

As the Company grows it should review its procedures and practices to ensure that there is a balance of the genders making up the site managerial and above site teams.