



Gender Pay Gap – Our Approach 2021/2022

Peregrine Retail Limited is a subsidiary company of Motor Fuel Group (MFG) which as at 5 April 2022, operated 23 directly managed motor fuel service stations throughout the South and South West of England and Wales. Unlike most of the sites owned by MFG, Peregrine Retail employs all the staff working at its sites. The workforce of 640 employees consists of sales assistants, assistant and site managers and a small number of 'above site' managerial staff.

Introduction

"Our business success at Peregrine, as across the whole of Motor Fuel Group, is based upon a dedication to attracting and retaining the best talent in the industry, regardless of their gender, race and beliefs. We believe that it is through this diversity and inclusiveness that our sites can provide the best service to the diverse communities we serve. Our Equality & Diversity Policy incorporates our approach to diversity and inclusion and we work hard to ensure all our policies and values are not just words on paper but are used in everyone's actions across our sites.

We believe this is healthy for us and our customers. We recognise that each of us is unique and we commit to creating an environment in which individual differences and the contributions of all our employees are recognised and valued by our overall team.

As the only part of MFG that is direct managed, it is Peregrine Retail Limited's direct managed business 2022 Gender Pay Gap that is explored over the next pages. The aim of this report is to come from a place of transparency and openness. It is an opportunity to review the initiatives we currently have in place and those we can consider in order to maintain our Gender Pay Gap as close to zero as we can. I see it as both a personal and professional commitment to ensure that we do."

William Bannister
CEO



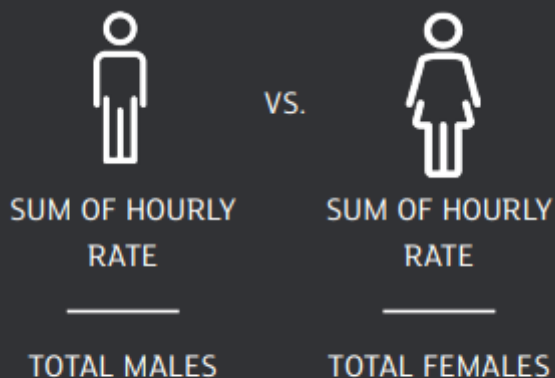
Gender Pay Gap Explained

Gender Pay Gap reporting was introduced in 2017 and is a legal requirement for employers with over 250 employees. The Gender Pay Gap is not specifically about who earns what, but what women earn overall as compared with men. This report provides us with a framework to address gaps and enable us to think proactively about what to do to eliminate these.

Mean Gender Pay Gap

The mean gender pay gap is the difference between the mean hourly rate of pay of male employees and that of female employees.

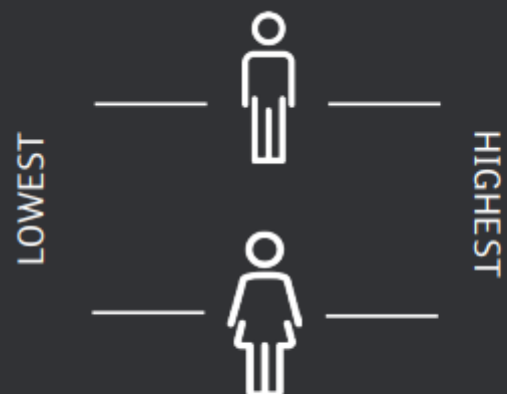
It is calculated by:



Median Gender Pay Gap

The median gender pay gap is the difference between the middle employee in the range of male wages and the middle employee in the range of female wages.

It is calculated by:



Our 2022 Gender Pay Gap

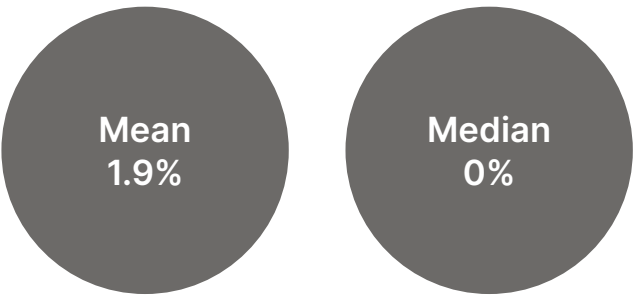
As with 2021, the mean and median Gender Pay Gaps for Peregrine Retail Limited remain extremely low. The median hourly figure is unchanged at zero while the mean figure has changed slightly from -3.9% to 1.9%, indicating that in 2022, the average hourly pay for female employees was only slightly less than for males at the date of the snapshot taken on 5 April.

The reason for the low Gender Pay Gap is in part due to the practice of paying all but senior site and above site staff a fixed hourly rate based on or linked to the National Living Wage. In addition, while women make up the majority of site staff, the 'above site' roles that make up senior management are more balanced between the genders. Given the small numbers of such roles and that the most senior director of the Peregrine business is currently male could account for this small mean gap and the mean bonus gap.

As is consistent with the UK retail industry trends, we have a higher % of female employees overall. However, our practice of promoting staff from within gives opportunity for both females and males to progress through the business, meaning that women make up the greatest proportion of employees across all pay quartiles. We are also mindful when recruiting to maintain a balance of staff in the above site team. Together this means that the 'above site' roles that make up senior management are reasonably balanced between the genders.

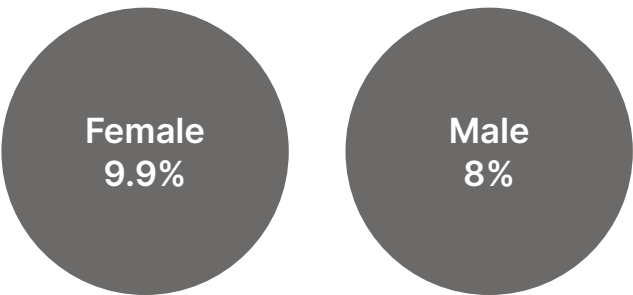
Our 2022 Gender Pay Gap

Gender Pay Gap 2022

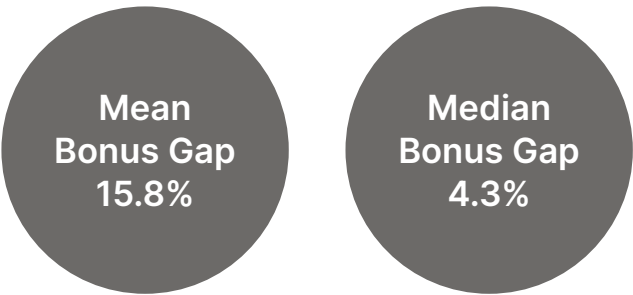


Bonus Pay Bands 2022

The proportions of male and female employees who were paid bonus pay between April 2021 - April 2022.



Bonus Gender Pay Gap 2022



2022 Quartile Pay Bands

The proportions of male and female employees by pay quartile bands are:



Upper Quartile	
39.4%	60.6%
Upper Middle Quartile	
46.9%	53.1%
Lower Middle Quartile	
34.4%	65.6%
Lower Quartile	
34.4%	65.6%

Our Gender Pay Gap

“We are delighted that over the last two years our mean and median Gender Pay Gap figures have remained close to zero and that females are well represented across all levels in the business.

Our policy of promoting within has given both male and female employees equal opportunity to progress through the quartiles.

We are pleased that our Gender Pay Gap remains below industry norms and we are committed to continuing the practices to ensure it continues to do so.”

Dave Ablott
Operations Director,
Peregrine Retail Limited



I confirm that Peregrine Retail Limited's Gender Pay Gap calculations are accurate and meet the requirements of the Equality Act 2019 (Gender Pay Gap Information) Regulations 2017.

William Bannister
CEO



Gladstone Place
36-38 Upper Marlborough Road
St Albans
Hertfordshire
AL1 3UU

Phone:
+44 (0) 1727 898890
Email:
info@motorfuelgroup.com