



MoreCo Group Limited
t/a Milk & More

Gender Pay Gap Report
April 2024

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Since 2018, UK companies with more than 250 employees are required to report their gender pay gap. This brief report includes the Gender Pay gap data for MoreCo Group Ltd for the snapshot period April 2023.

In the UK, Milk & More delivers daily essentials through the night in time for breakfast, making nearly 1 million deliveries each week. It achieves this through a network of 32 local fulfilment centres. The milkman is arguably the original home delivery service and Milk & More is ensuring that this great British tradition continues to flourish.

MoreCo Group Limited is a privately-owned company with a long-standing tradition of employing a diverse workforce, treating staff members on an equal basis, regardless of their ethnic background, age, religion or gender.

The Company reward staff members on performance and their level of responsibility, taking an objective approach to recruitment, development and reward.

Gender Equality is a significant requirement of committing to diversity and inclusion and the need to report the gender pay gap is an important step in objectively assessing any disparity and creating a precedent upon which to take action.

Our gender pay gap report outlines some positive signs, with mean and median female pay being significantly higher than male mean pay for the overall company.

Gender Pay Gap vs Equal Pay

The gender pay gap differs from equal pay and should not be confused as being the one and same thing.

The Equality & Human Rights Commission outlines the differences as follows:

'Whilst both equal pay and the gender gap deal with the disparity of pay women receive in the workplace, they are two different issues:

1. Equal pay infers that male and female workers and women in the same role, performing equal work must receive equal pay, as set out in the Equality Act 2010.
2. The gender pay gap measures the difference between male and female average earnings across an organisation. The gap is defined in percentage terms

It is important to note that equal pay is unlawful, and a gender pay gap is not.

MoreCo Group Limited is aware that gender should not prejudice employee remuneration and the Company ensures an objective and fair approach to remuneration when employing staff.

MoreCo Group Limited: *Gender pay gap data*

Workforce structure at MoreCo Group Limited

5% Female employees
95% Male employees

Average Gender Pay data

Mean male hourly pay £12.30 per hour
Mean female hourly pay £21.48 per hour

**-74.63% Mean
gender pay gap**

Median male hourly pay £10.68 per hour
Median female hourly pay £13.73 per hour

**-23.32% Median
gender pay gap**

Statutory Information: Bonus Data

As part of the mandatory reporting process, employers are required to publish the gender pay gap within their bonuses.

Difference in Mean male bonus pay -464.68%
Difference in Median female bonus pay 66.67%

Proportion of males in receipt of bonus 79%
Proportion of females in receipt of bonus 33%

Pay Quartiles

| | Min | Max | Men % | Female % |
|------------|--------|---------|-------|----------|
| Quartile 1 | £10.21 | £10.68 | 100% | 0% |
| Quartile 2 | £10.68 | £10.68 | 100% | 0% |
| Quartile 3 | £10.68 | £11.53 | 93% | 7% |
| Quartile 4 | £11.53 | £144.23 | 86% | 14% |

| | Men % | Female % |
|---------------------------|-------|----------|
| Company | 95% | 5% |
| Quartile 1 (lower) | 100% | 0% |
| Quartile 2 (lower middle) | 100% | 0% |
| Quartile 3 (upper middle) | 93% | 7% |
| Quartile 4 (upper) | 86% | 14% |

Understanding the Data

MoreCo Group Limited's workforce is skewed towards driver and distribution roles, with a smaller number in office based roles.

Females comprise a small proportion of the overall workforce and are primarily engaged in skilled roles that are well paid like Finance and Accounts and other management roles. In April 2023, we had two females on the Executive Board.

The male mean pay is brought down by a high volume of workers in entry level roles in operations, for example.

Actions Going Forward

The Company will be continuing its review of hiring and reward practices to support a healthy trend with more and more females being appointed to highly skilled and management positions.

The company further expects some more positive changes to the proportion of the workforce comprising female employees by the time of next year's report, however, the number of females in Executive roles will have reduced which will level out the figures.