



Gender Pay Gap Report 2022



central **COOP**

Creating a sustainable Society for all

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Central Co-op is one of the largest independent retail co-operative societies in the UK, with a heritage stretching back over 175 years. With over 440 trading outlets, a family of around 7,700 colleagues operating across a diverse range of businesses; including Food, Distribution and Funeral.

Jane Avery, Gender Pay Gap Report Statement 2022

It's been another year of significant change in the world of work with ever changing challenges and opportunities. Our Society purpose of creating a sustainable society for all has never been more important.

This year we've involved over 1,000 of our colleagues in building our cultural framework 'we are the difference makers' to shape how we will work together to deliver this. We make a difference every day by putting our Members, Customers and Colleagues at the heart of everything we do. We recognise the importance and benefits of an inclusive workforce and will continue to take action to create opportunities for all across our Society.

We are committed to putting co-operative values and principles into practice in everything we do, including our approach to our colleagues pay.

I'm delighted that in November 2022, we invested in our entry level pay rates, taking our base rates for all colleagues to £10 per hour. We value and appreciate all our colleagues across the Society.



Jane Avery President

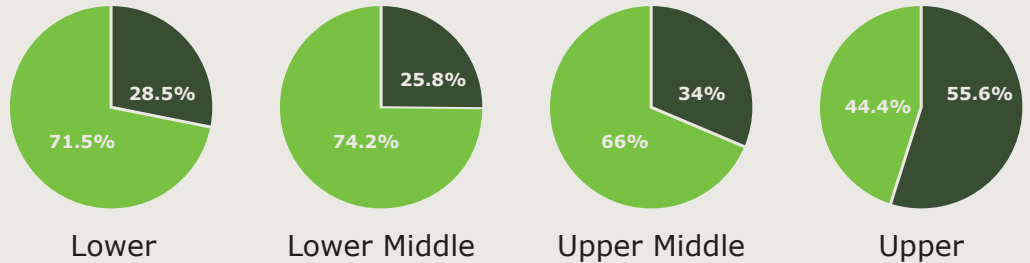


Our Gender Pay Gap Results for 2022

● Male ● Female

Pay Quartiles

To take a closer look at the gender pay gap we have divided our workforce into four equal parts based on their pay.



Gender Pay Gap

Mean

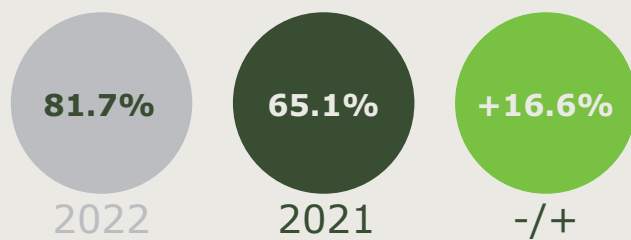


Median



Bonus Pay Gap

Mean

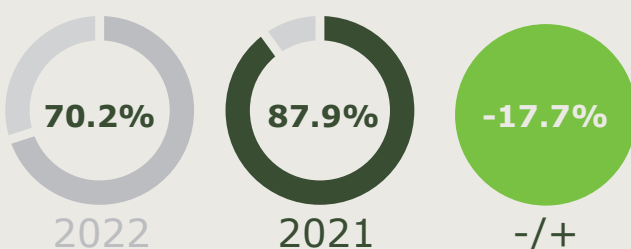


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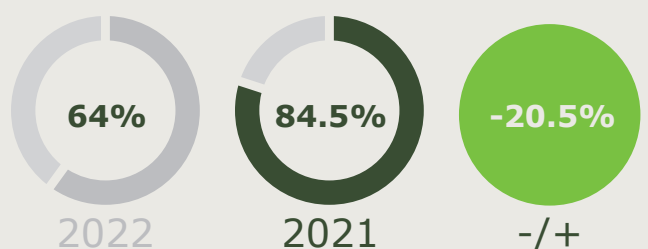


Bonus Participation

% of females receiving a bonus



% of males receiving a bonus



Progress this year and focus for 2023

In 2022, we've continued our work with our Inclusion Delivery Group and invited more colleagues to join us across the Society to help us to plan and deliver our calendar of events throughout 2023. We've created communications and celebration cards for Diwali and Hannukah to ensure all colleagues feel included, and we can celebrate together. Throughout 2023 our plan and calendar of events will celebrate events to bring together our colleagues, customers and members.

We've launched new policies to support all our colleagues, including our Menopause Policy, Domestic Abuse and our Trans and Non-Binary Policy. We collaborated with experts to run education webinars for our line managers, along with guides for line managers to support and engage our colleagues in developing a deeper awareness and understanding of these areas.

We were delighted to sign a partnership with Diversity in Retail and members of our executive team, and our inclusion delivery group attended the Inclusion Summit to learn more from others and expand our knowledge.

Our people team also attended the Be Inspired – Retail Inclusion Conference to learn more about how to support inclusion in talent.

Our people strategy and our new 'We are the difference makers' culture has inclusion at the heart of our agenda.

Get

Grow

Keep

Our strategy launched in 2022 and focuses on 3 key areas:

Get - Attracting the best talent to our Society

Grow - We are a place where our talent thrives

Keep - We are a great place to work for everyone





Let us share more about our progress and key areas of focus:

Get

Attracting the best talent to our Society

Our careers website continues to develop to be accessible and engaging and provide a great candidate experience to attract the best talent to our Society.

The Application Tracking System enables us to collect data regarding the diversity of our talent pipelines and highlights opportunities to attract and retain more diverse talent. This data is transferred automatically into our HR system to provide in the moment data regarding our colleagues.

In 2022, we delivered Inclusion Hiring Manager learning to leaders in our Funeral and Food team and at the Support Centre. The sessions focused on deepening understanding on unconscious bias during the recruitment and selection of talent. It's a mandatory programme for all line managers.

We launched a new Work Experience toolkit in 2022, a critical part of our Early Careers plan. This offering will help 'Young People Thrive in our Society' by offering a range of meaningful work experience placements.

Grow

We are a place where our talent thrives

Through our partnership with Diversity in Retail, we've launched three inclusive leadership programmes which include Ethnic Future Leaders, Ethnic Senior Leaders, and Global Female Leaders Programmes. We promote development opportunities and programmes to all colleagues and enables the Society to work towards more diverse representation across our leadership teams.

We've focused on learning and education through new inclusive policies where we combine policies with supportive manager guidance, educational; webinars with experts, and mandatory training to engage and develop our colleagues.

We launched our new Learning Management System (LMS) in 2022 to create a more accessible and inclusive approach to learning. We created our Culture and Purpose learning segment which features additional inclusion learning materials. In 2023, we'll launch the LMS App to expand our reach even further with colleagues having the option to access the LMS via their personal device in a way that works for them.

Keep

A great place to work for everyone

We launched our exciting new cultural framework in 2022 'We are the difference makers'. Our culture has been created by our colleagues who are at the heart of making a difference to our members, customers, and each other every day.

To celebrate our culture and our approach to inclusion, we created a collection of recognition cards for colleagues to recognise success, celebrate life events and religious celebrations across the business with hybrid ways of working.

We value and appreciate all our colleagues and last year we invested in our reward package to take our entry pay rates to a minimum of £10 per hour (£10.45 per hour including paid breaks) and launched a new colleague engagement hub aligned to our culture, offering discounts on everyday expenses. We continue to review our reward offering to ensure it remains competitive and fair for our colleagues.

Our new Hybrid Ways of Working guidance has been introduced to provide an inclusive and accessible way of working and recognising flexibility and connectivity is important to our colleagues. We launched a Holiday Buy benefit in 2022 to allow colleagues to have greater flexibility between their home and work life and are committed to looking at other ways to allow colleagues to work flexibly in 2023.