



FINDEL

Growing education
for generations



Gender Pay Report April 2023.

Gender Pay Gap

as of 5th April 2023

About us

Findel is an eCommerce educational resources supplier in the UK and international schools and nurseries marketplace. We own several general and specialist brands including Hope, GLS, Davies Sports, Philip Harris, Spa4Schools, A-Z, LDA, Scandiborn and EuHu.

These brands give us full coverage in all product areas for primary, secondary and early years teaching, as well as specialist resources supply for school business managers, science teaching, PE and sports equipment. Findel's origins can be traced right back to 1817.

Today, our brands and websites offer more than 32,000 products to customers in the UK and overseas, with the business exporting to over 130 countries. Headquartered in Hyde, Cheshire, we have a distribution centre and offices in Nottingham and employ around 300 people.

Gender Pay Reporting

Since April 2017, all UK companies with over 250 employees have been required to publish gender pay gap data, which shows the difference in the average pay and bonuses of male and female employees, as well as the proportion of men and women in different pay quartiles. This is different to Equal Pay which focuses on whether men and women are given equal pay for equal work.

Findel fully supports the gender pay legislation and its broader aims.

Pay Gap

Mean

Median

36.1%

35.3%

Bonus Gap

Mean

Median

63.9%

43.5%

Proportion of colleagues receiving a bonus payment

26.4%

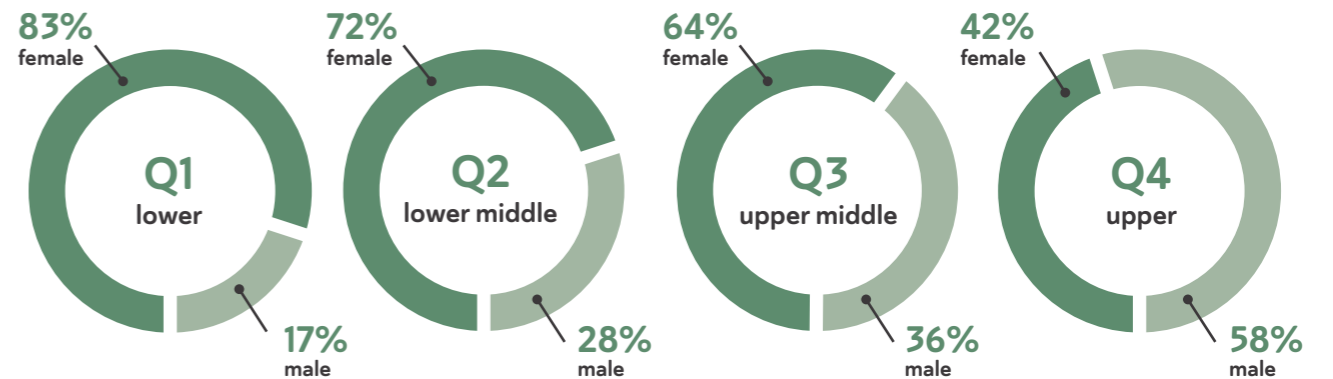
male colleagues received a bonus

23%

female colleagues received a bonus

Pay Quartiles

The proportion of males and females in each pay quartile. Quartiles are based on hourly pay rates.



How we are closing the Pay Gap

Our mean, median and bonus gaps are driven by the make up of our workforce. To reiterate our previous Gender Pay Gap reports, there continues to be a high proportion of women in administrative and support roles for which the market rates tend to be lower, and the majority of our most senior colleagues are male.

We remain committed to ensuring a more diverse workforce that reflects the customer and communities we serve and whilst 33% of our Executive team is female, we recognise that we need a greater proportion of women in senior roles than is currently the case.

We are confident that we already have policies in place to ensure that recruitment and career progression are not discriminatory on the grounds of any protected characteristic, including gender. We have recently developed an Equality, Diversity & Inclusion Roadmap which sets out the actions we plan to take to ensure that we have a well-established culture of inclusion by 2025, in which all Findel colleagues feel a strong sense of belonging to our business and are able to thrive. To date, as well as training our leaders in inclusive working practices, we have developed an informative guide to raise awareness of inclusion across the business. In addition, we regularly review remuneration levels and have ensured that all Findel colleagues are paid in excess of the National Living Wage to support with the increased cost of living.

The data in this report is accurate and has been calculated in line with the gender pay reporting legislation.

Gary McDowell
Chief HR Officer