1. Mean gender pay gap in hourly pay
   Aggregate hourly pay rate of all male full-pay employees: £15,523
   Number of male full-pay employees: 145
   Mean hourly pay rate for men: £10,581
   Aggregate hourly pay rate of all female full-pay employees: £4,152
   Number of female full-pay employees: 495
   Mean hourly pay rate for women: £8,392
   Mean gender pay gap: 20%

2. Median gender pay gap in hourly pay
   Hourly pay rate in middle of range for men: £8,524
   Hourly pay rate in middle of range for women: £8,616
   Median gender pay gap: -1%

3. Proportion of males and females who get bonus payments
   Male relevant employees who were paid bonus pay in 12 months to snapshot date: 205
   Number of male relevant employees: 229
   Percentage of men who were paid a bonus: 90%
   Female relevant employees who were paid bonus pay in 12 months to snapshot date: 177
   Number of female relevant employees: 822
   Percentage of women who were paid a bonus: 95%

4. Mean bonus gender pay gap
   Aggregate bonus payments made to men in 12 months to snapshot date: £824,045
   Mean bonus pay for men: £3,596
   Aggregate bonus payments made to women in 12 months to snapshot date: £2,292,114
   Mean bonus pay for women: £2,789
   Mean gender pay gap for bonuses: 22%

5. Median bonus gender pay gap
   Bonus payment in middle of range for men: £1,622
   Bonus payment in middle of range for women: £955
   Median gender pay gap for bonuses: 41%

6. Proportion of males and females in each pay quartile
   Total full-pay relevant employees: 640
   Number of employees per quartile: 160
   Upper quartile
   Number of male full-pay relevant employees in upper quartile: 83
   Number of female full-pay relevant employees in upper quartile: 97
   Percentage of males in upper quartile: 37%
   Percentage of females in upper quartile: 63%
   Upper middle quartile
   Number of male full-pay relevant employees in upper middle quartile: 129
   Number of female full-pay relevant employees in upper middle quartile: 159
   Percentage of males in upper middle quartile: 43%
   Percentage of females in upper middle quartile: 57%
   Lower middle quartile
   Number of male full-pay relevant employees in lower middle quartile: 136
   Number of female full-pay relevant employees in lower middle quartile: 136
   Percentage of males in lower middle quartile: 50%
   Percentage of females in lower middle quartile: 50%
   Lower quartile
   Number of male full-pay relevant employees in lower quartile: 24
   Number of female full-pay relevant employees in lower quartile: 57
   Percentage of males in lower quartile: 28%
   Percentage of females in lower quartile: 72%
ORGANISATION’S STRUCTURE
We are a retailer of pet related products. Our head office is located at Spindle Way, Crawley, West Sussex, RH10 1TG. We are part of the Pet Family group of companies. We have a global turnover of £57.7 million.

OUR BUSINESS
Our business is organised into a Head Office and National Distribution Service warehouse in Crawley, and 149 stores across the UK (68 are stand alone, 20 are high street, and 71 garden centres 10 of which also include Dogwood grooming spas).

OUR SUPPLY CHAINS
Our supply chains include:
- Manufacturers and distributors of the products that we sell
- Suppliers of office equipment and store fixtures and fitting
- Transportation
- Suppliers of services such as legal, finance, IT

OUR POLICIES ON SLAVERY AND HUMAN TRAFFICKING
We are committed to ensuring that there is no modern slavery or human trafficking in our supply chains or in any part of our business. Our Anti-slavery Policy reflects our commitment to acting ethically and with integrity in all our business relationships and to implementing and enforcing effective systems and controls to ensure slavery and human trafficking is not taking place anywhere in our supply chains.

DUE DILIGENCE PROCESS FOR SLAVERY AND HUMAN TRAFFICKING
As part of our initiative to identify and mitigate risk we discuss our supply chain at board meetings and we have in place systems to:
- Identify and assess potential risk areas in our supply chains.
- Mitigate the risk of slavery and human trafficking occurring in our supply chains.
- Monitor potential risk areas in our supply chains.
- Protect whistle blowers.

SUPPLIER ADHERENCE TO OUR VALUES
We will endeavour to ensure that the suppliers we deal with share our zero tolerance attitude to slavery and human trafficking.

TRAINING
To ensure a high level of understanding of the risks of modern slavery and human trafficking in our supply chains and our business, we provide training to our staff.

FURTHER STEPS
Following a review of the effectiveness of the steps we have taken this year, we will continuously improve our code and policy, as well as practices and due diligence system to ensure no human rights abuses in any part of our businesses and in our supply chain.

This statement is made pursuant to section S4(1) of the Modern Slavery Act 2015 and constitutes our slavery and human trafficking statement for the financial year ending 31st March 2019.

Stephen Holland
Retail Director
Pets Corner (UK) Limited