

GENDER PAY GAP REPORT 2023

 **OUTDOOR^{AND} CYCLE
CONCEPTS**





At O&CC, we believe people are happier outside, no matter who you are or where you're from. As a business we are committed to delivering a workplace where everyone feels welcomed, appreciated and valued.

We proactively take steps to ensure everyone has fair and equal access to our jobs and development opportunities and to our products and services. Specific actions we have taken include job adverts that are non-gender specific and advertising in places that are inclusive.

We want to ensure we have the right mix of colleagues, who are representative of society, our customers and the communities we serve.

Diversity and inclusion are multifaceted issues and we need to address them holistically to better engage and support all underrepresented groups within the business, and be better members of the communities in which we belong.

- Jose Finch, Managing Director

Outdoor & Cycle Concepts (O&CC) are pleased to publish our Gender Pay Gap Report in accordance with the Equalities Act 2010. We pride ourselves on being an inclusive business that endeavours to ensure all colleagues are treated equally.

The Gender Pay Gap is a measure of the difference in average pay of men and women across the business regardless of the work they do and the role they play.

The mean result is the average hourly rate of all male colleagues versus the average hourly rate of all female colleagues. The median result is the middle value of pay for men versus the middle value of pay for women. The bonus gap considers pay received during the 12 months leading up to the snapshot date.

We acknowledge that for reporting purposes, legal regulation requires us to identify colleagues as men and women. We know this is not how all our colleagues identify themselves and work hard to ensure all are welcome and can be themselves at O&CC.

These figures show the strides we are taking as a business to ensure we get closer to operating in a truly inclusive way.

2023 saw the percentage of women working for O&CC increase, with a 60/40 split of male and female colleagues. This distribution is reflected in all four pay quartiles, which builds on our focus on inclusion from the previous year.

You can see from the data on the following pages, our mean gender pay gap has remained low at 5.02% - an improvement on the previous year which was 5.42%, and our mean gender bonus gap has improved considerably, with twice as many colleagues receiving a bonus and a swing in favour of women, who on average received a larger amount than their male counterparts.

We're proud of these figures, but it's about more than just creating a level playing field. It's about acknowledging the diversity across our business and ensuring we are doing all we can to encourage colleagues to be the best they can be.

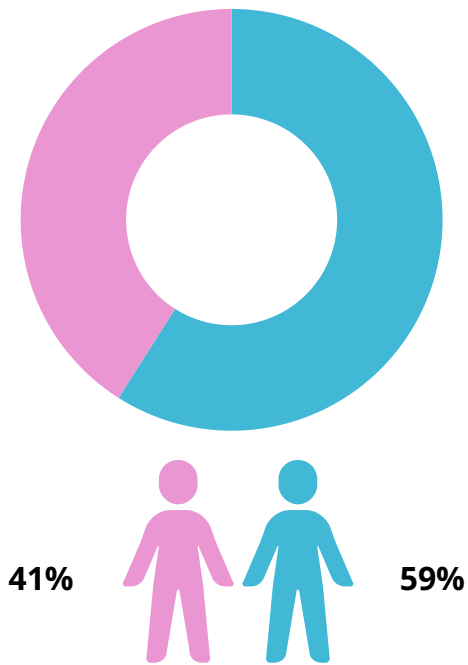
This data supports our broader goal to reflect the communities we serve, as well as live in, and deliver a richer and more inclusive culture for all.



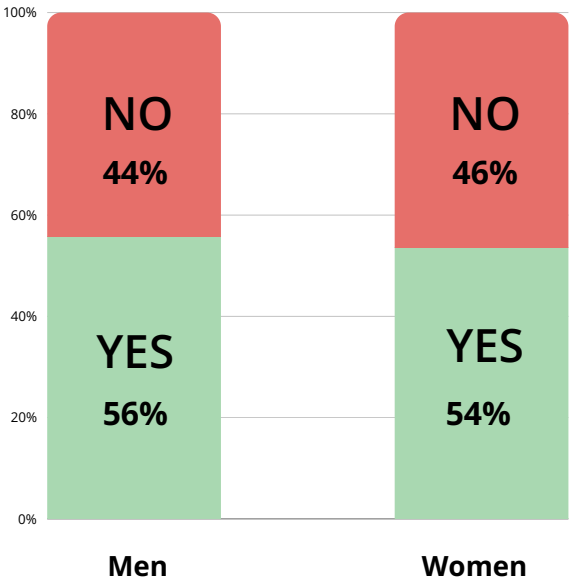
-Claire Webber-Powell, People Director

Our snapshot from April 5, 2023 shows:

1,237 colleagues across the
UK and Northern Ireland



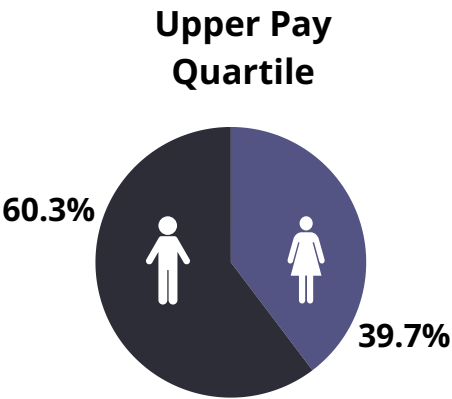
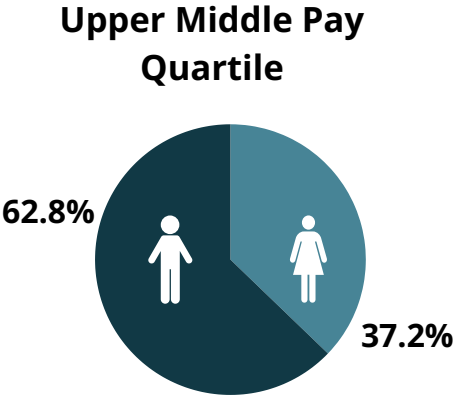
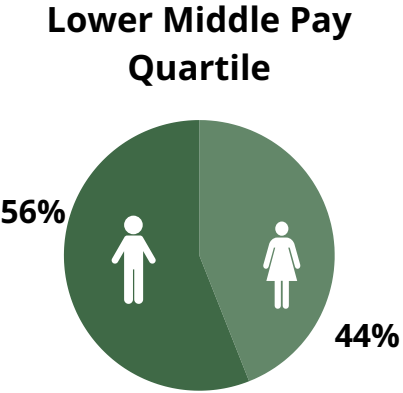
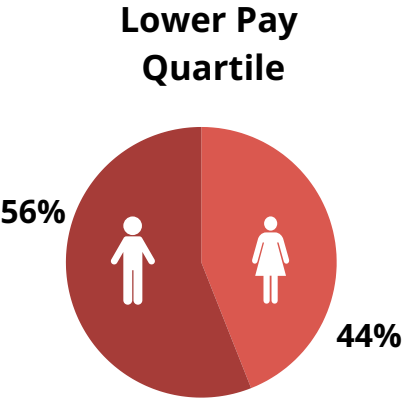
BONUS RECEIVED



HOURLY PAY & BONUS GAP

	Mean	Median
Hourly	5.02%	1.59%
Bonus	-3.14% [*]	14.7%

PAY QUARTILES



^{*} A negative figure demonstrates where women received higher rates than men.