



GENDER PAY GAP REPORT – 2020



Introduction

Since April 2017, all large UK companies employing 250 people, or more are required to report on their gender pay gap. The government defines a gender pay gap as “the difference between the average earnings of men and women, expressed relative to men’s earnings”

Gender pay gap should not be confused with equal pay, which looks at the pay of women versus men for doing work of equal value. Gender pay gap reporting looks at the average pay of women versus men across all roles within an organisation.

Our Workforce

YESSS has been trading since 2012. We currently have a branch network across 100+ different locations throughout the UK and we employ over 750 employees.

The Electrical Wholesale industry is traditionally a male dominated industry, particularly at branches, which is mirrored at YESSS. The picture however is different in our shared services environments - here the balance is around 50:50 attracting both men and women.



PAY & BONUS GAP

	MEAN	MEDIAN
PAY GAP	20%	11%
BONUS GAP	66%	43%

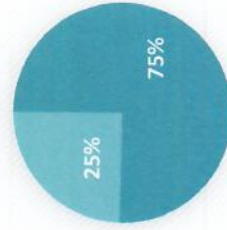
This table shows YESSS Electrical's Gender Pay Gap and Gender Bonus Gap as at the snapshot date (5th April 2020).

This captures the mean and median differences in hourly pay and bonus paid to men and women in the year up to and including 5th April 2020.

PROPORTION OF COLLEAGUES RECEIVING BONUS

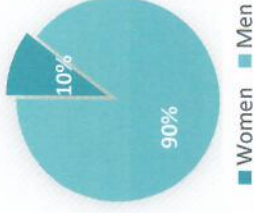


Men

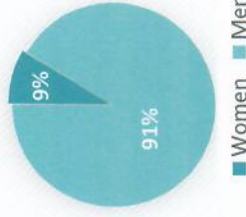


■ Received Bonus ■ Did not Receive Bonus

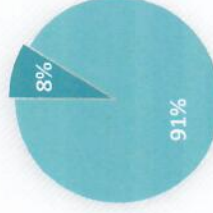
Lower



Lower Middle



Upper Middle



Upper



These charts show the gender distribution across four equally sized pay quartiles.

This shows that YESSS (A) Electrical has a much higher percentage of male colleagues across all pay quartiles.

■ Women ■ Men

■ Women ■ Men

■ Women ■ Men

YESSS (B) ELECTRICAL LIMITED



PAY & BONUS GAP

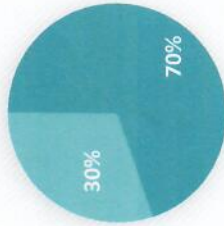
	MEAN	MEDIAN
PAY GAP	13%	6%
BONUS GAP	61%	0%

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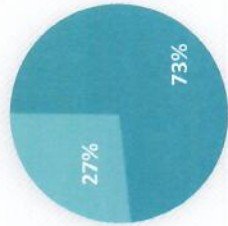
PROPORTION OF COLLEAGUES RECEIVING BONUS

Women



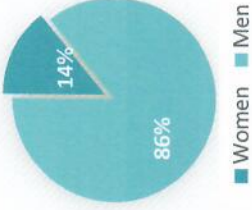
■ Received Bonus ■ Did not Received Bonus

Men

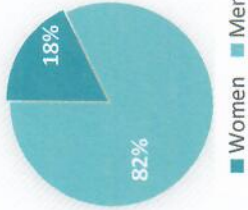


■ Received Bonus ■ Did not Received Bonus

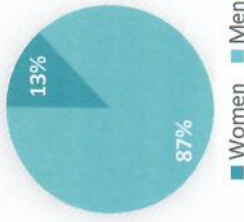
Lower



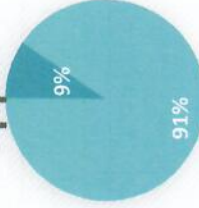
Lower Middle



Upper Middle



Upper



These charts show the gender distribution across four equally sized pay quartiles.

This shows that YESSS (B) Electrical has a much higher percentage of male colleagues across all pay quartiles.

These Charts show the percentage of male and female colleagues who received a bonus payment in the year up to and including the snapshot date (5th April 2020)

This shows that YESSS (B) Electrical had a difference of 3% between the number of men and women who received a bonus.



The Data

Our gender pay gap is driven by having more men than women in both our senior leadership team and our branch network, with these colleagues attracting a higher level of bonus.

We understand the importance of equality throughout our business and recognise that we need to continue making improvements in this area. Our plan for the future is to continue to attract, retain and develop talented individuals across our entire business.

I can confirm that the data published is accurate.

General Manager