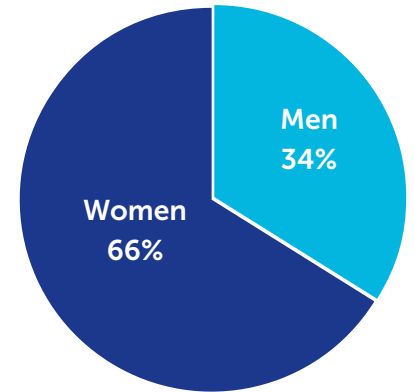


Scottish Midland Co-operative Society ("the Society") is Scotland's largest independent co-operative and has been at the heart of Scottish communities since 1859. The Society's core purpose is 'to serve our communities and to improve people's everyday lives'. We are proud of the incredible effort of our colleagues who work tirelessly to fulfil this purpose. The Society is committed to continuing to attract, retain and develop a diverse and inclusive workforce and to nurturing a culture where all our colleagues can thrive.

**Pay Policy**

The Society's pay policy is gender neutral, with over 90% of our roles covered by rate-for-the-job pay scales. The remainder of the roles are benchmarked externally using Willis Towers Watson retail pay survey information. We are committed to increasing opportunities for all colleagues across the Society and are pleased that in 2022 we have continued to attract and retain more female colleagues at senior and leadership levels in the Society.



Total number of relevant employees - 3,578

**Analysis**

The gender pay gap in the Society continues to reduce and 2022 saw the lowest gap since the Society started reporting on gender pay data. While a gender pay gap persists, we do not believe is caused by our pay policy. Instead, we believe this reflects the fact that the majority of the Society's entry level customer facing and administrative roles are part-time and these part-time positions tend to attract a higher proportion of female applicants. This is consistent with the experience of the wider retail industry.

**Activity Taken to Date**

We continue to focus on talent acquisition and career development, in an open and inclusive way and have high levels of participation from female colleagues in our management training programme and being appointed to senior roles.

The gender pay results offer an important insight into the Society. We strive to develop a diverse and inclusive workforce, reflective of the communities we serve, and a culture that attracts and retains the best talent and enables our colleagues to thrive.

I confirm that the Scotmid pay gap data is accurate and has been collated in accordance with the Equality Act 2010 (Gender Pay Gap Information) Regulations 2017.



**Margaret Anne Clark**  
Head of People & Performance - March 2023

Quartile	Men 2022	Women 2022
Top	42.51	57.49
Upper Middle	27.66	72.34
Lower Middle	21.03	78.97
Lower	42.82	57.18

Difference between men and women	Mean	Median
Gender Pay Gap 2022	14.79%	1.21%
Gender Pay Gap 2021	16.97%	2.14%

Bonus Pay	Men	Women
Those who received bonus pay	81.87%	90.32%

Difference between men and women	Mean	Median
Gender Bonus Gap	65.49%	0%