

GENDER PAY GAP

April 2022



Outdoor and Cycle Concepts (O&CC) is pleased to publish our Gender Pay Report in accordance with the Equalities Act 2010 (Gender Pay Gap Information 2017). We pride ourselves on being an inclusive business that endeavours to ensure all colleagues are treated equally. The business operates with structured pay scales for the vast majority of roles. Our snapshot from April 5 2022, shows we are reporting a mean gender pay gap of 5.42% and a median gender pay gap of 0.1%

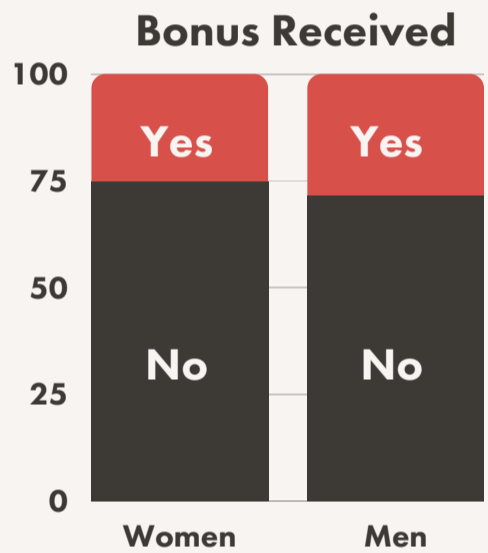
1,281

Colleagues across the United Kingdom and Northern Ireland



Pay and Bonus Gap - differences between men and women

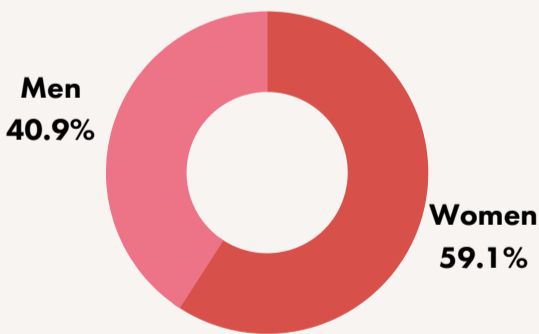
	Mean	Median
Hourly Pay	5.42%	0.10%
Bonus	31.63%	0%



Pay Quartiles

The below charts show the gender distribution at O&CC across four equally-sized quartiles with the corresponding gender pay gap within each quartile.

Lower Quartile



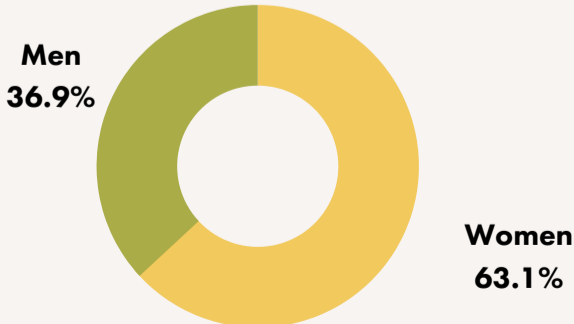
Pay Gap within Quartile -1.3%

Lower Middle Quartile



Pay Gap within Quartile 0%

Upper Middle Quartile



Pay Gap within Quartile 0.2%

Upper Quartile



Pay Gap within Quartile 10.9%

