

Snapshot Date: 30st June 2025
 Publishing Deadline: 30th November 2025
 Total Headcount on the Snapshot Date: 2,150
 Total number of Full Time Employees: 330
 Total number of Part Time Employees: 1,415
 Total number of Temporary employees: 405

Based on the Group’s understanding of the legislation, the report sets out a narrative to support our Gender Pay Gap figures, which have been calculated as outlined in the Gender Pay Gap reporting guidance.

This summary shows the calculated differences between amounts paid to men and women at the snapshot date of 30 June 2025 and in the snapshot period, being the preceding 12 months.

Our Gender Pay Gap

Hourly Rate

3.27% (mean)	0.35% lower (median)
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Bonus Pay

19.27% lower (mean)	14.60% (median)
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Who Received Bonus Pay and Benefits in Kind

This is the proportion of males and females in the total population of males and females, that received a bonus and/or a benefit in kind in the 12 months period preceding 20 June 2024.

Bonus

47.71% Male	52.29% Female
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Benefit in Kind

62.50% Male	37.50% Female
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Our Pay Quartiles

Upper Quartile



Upper Middle Quartile



Lower Middle Quartile



Lower Quartile



Why The Gap?

JD prides itself on being an inclusive business that endeavours to ensure all employees are treated equally.

The business operates structured pay rates across its Retail and Distribution divisions. Any resulting gap therefore arises, owing to position and experience as opposed to gender.

The percentage of the total population who received a bonus within this snapshot date is comparable between gender, meaning that this largely relates to the position of the employee as opposed to gender.

We actively manage talent across all levels to enable progression within the Group. The Group are focused on ensuring a fair and equal approach to talent development and any new colleagues that are hired are on the basis of talent and experience. We are committed to reducing the areas where we still have differences and do not believe that conscious or unconscious bias should form part of any progression or recruitment processes.

The Group is committed to growing and developing future talent regardless of gender. The Group will also work towards their compliance with the EU Pay Transparency Directive coming into force in June 2026.

The Group has participated in the Parker Review and the FTSE Women Leaders Review, to ensure that we are meeting both the Ethnicity and Gender targets. The Group's Executive Board also continues to meet the requirements of a FTSE 100 business and will continue to make strides to continue the effort made in 2025 in reducing the gender gap and looking to balance all quartiles.

Our Pay Quartiles

Upper quartile



Male - 48.98%
Female - 51.02%

Upper Middle Quartile



Male - 43.49%
Female - 56.51%

Lower Middle Quartile



Male - 43.76%
Female - 56.24%

Lower Quartile



Male - 52.79%
Female - 47.21%

Regis Schultz
CEO

