



QD Commercial Group Holdings Limited – Gender Pay Gap Report 2023/2024

As part of our obligations under the Gender Pay Gap Legislation, we present our Gender Pay statistics which have been uploaded to the Government portal.

QD Market Towns Limited

Hourly Pay

Hourly pay for male colleagues was:

- 2.98% lower, when measured as a mean average.
- 0% higher or lower, when measured as a median average.

Pay Quartiles

The proportion of male and female colleagues in each payroll quartile was:

Quartile	Male %	Female %
Top	32%	68%
Upper Middle	26%	74%
Lower Middle	21%	79%
Lower	39%	61%

Bonus Pay

No bonuses were paid.

Cherry Lane Retail Centres Limited

Hourly Pay

Hourly pay for male colleagues was:

- 4.84% higher, when measured as a mean average.
- 0% higher or lower, when measured as a median average.

Pay Quartiles

The proportion of male and female colleagues in each payroll quartile was:

Quartile	Male %	Female %
Top	45%	55%
Upper Middle	21%	79%
Lower Middle	32%	68%
Lower	40%	60%

Bonus Pay

No bonuses were paid.

I declare that the data presented above is accurate as at 12th March 2024.

Peter Fairley (Finance Director), QD Commercial Group Holdings Limited



Gender Pay Gap Reporting - 6 April 2023 – 5 April 2024

Lower Quartile:
 Male 40%
 Female 60%

Lower Middle Quartile:
 Male 32%
 Female 68%

Upper Middle Quartile:
 Male 21%
 Female 79%

Upper Quartile:
 Male 45%
 Female 55%

Cherry Lane Retail Centres

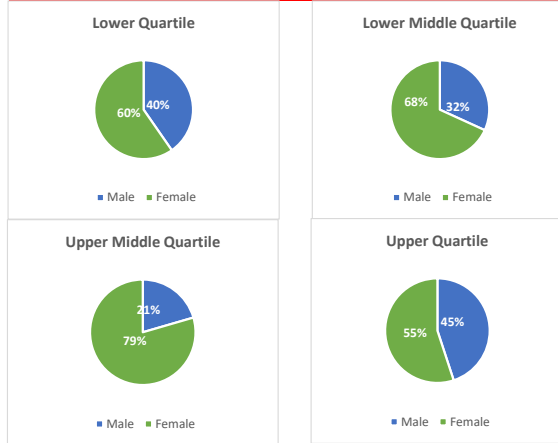
Mean Gender Pay Gap based on hourly pay rate: 4.84%

Median Gender Pay Gap based on hourly pay rate: 0.00%

No bonuses were aid in this reporting year.

HR Comments:

Pay Quartiles



Year	Business	Mean Gender Pay Gap	Median Gender Pay Gap	Mean Bonus Pay	Median Bonus Pay
2022/23	Cherry Lane	4.84%	0%	0	0
2021/22	Cherry Lane	0.1%	0%	0	0
2020/21	Cherry Lane	0.1%	0%	0	0
2019/20	Cherry Lane	2.1%	0%	0	0
2018/19	Cherry Lane	1.8%	0%	1.6%	12.5%
2017/18	Cherry Lane	2.5%	0%	0	0

Lower Quartile:
 Male 39%
 Female 61%

Lower Middle Quartile:
 Male 21%
 Female 79%

Upper Middle Quartile:
 Male 26%
 Female 74%

Upper Quartile:
 Male 32%
 Female 68%

QD Market Towns

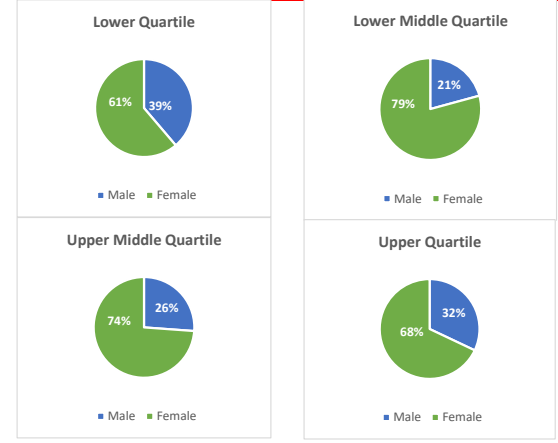
Mean Gender Pay Gap based on hourly pay rate: -2.98%

Median Gender Pay Gap based on hourly pay rate: 0.00%

No bonuses were aid in this reporting year.

HR Comments:

Pay Quartiles



Year	Business	Mean Gender Pay Gap	Median Gender Pay Gap	Mean Bonus Pay	Median Bonus Pay
2022/23	QD	-2.98%	0%	0	0
2021/22	QD	-3.1%	0%	0	0
2020/21	QD	-3.1%	0%	0	0
2019/20	QD	Not Reqd			
2018/19	QD	Not Reqd			
2017/18	QD	Not Reqd			