

GENDER PAY GAP

2021 Report

As part of the Sysco family, the Brakes and Sysco Speciality Group businesses are committed to being a fair and equal employer, offering a great experience to everyone who works for us.

Every year, any business in the UK with a headcount of over 250 people is required to report on their gender pay gap. As a reminder, the gender pay gap is an equality measure that shows the difference in average earnings between women and men.

Our mean Gender Pay Gap for 2021 for Brake Bros Ltd is 10%

This has increased from previous years because of two factors:

- The data cut was taken on 1 April 2021. On this date, 41% of qualifying colleagues were on flexi furlough and 52% of furloughed colleagues were excluded from the Gender Pay Gap calculations, due to receiving less than 100% of pay.
- The data includes everyone in Brake Bros Ltd PAYE, i.e. those that are on the Brakes, Sysco International payroll and some Northern Ireland colleagues.

We believe that 2021 is an anomaly and fully expect our 2022 position to revert back to where we were previously tracking. However, this doesn't stop our commitment and focus to provide a diverse, open and respectful environment for all our colleagues.

Inclusivity is one of our values and it's everyone's responsibility to live and breathe it, as well as taking action. Together we will continue with our focus on equal treatment for all, building on the good work already in place.

OUR RESULTS

As of April 2021



DIFFERENCE IN 'MEAN' HOURLY PAY

10%

This means we paid our female colleagues 10% less than our male colleagues on average. In 2020 this was 0.8%.

DIFFERENCE IN 'MEDIAN' HOURLY PAY

7.6%

The mid-point salary between the lowest and highest paid female colleagues was 7.6% less than the mid-point salary for male colleagues. In 2020 it was 10.1%.

DIFFERENCE IN 'MEAN' BONUS PAY

-21.3 %

This means we paid our female colleagues 21.3% more in bonuses than we paid our male colleagues on average. In 2020 it was 23.7% more.

DIFFERENCE IN 'MEDIAN' BONUS PAY

-250 %

The mid-point between the lowest and highest female colleague bonuses was 250% higher than the mid-point bonus for male colleagues. In 2020 it was 207.5% higher.

The 'mean' is the average. Add up all the values to find a total, then divide the total by the number of values.
E.g. $6+3+9+2 = 20$. $20 \div 4 = 5$.

The Median Male Bonus Value was £15 (Christmas Voucher) and the Median Female Bonus Value was £52.50 (Christmas & Telesales Voucher), so overall difference between male and female bonuses is £37.50. The 'median' mid-point value. Put all of the values into order. The median is the middle value. E.g. 2 3 4 5 6. The median value is 4.

PAY QUANTILES

Pay quartiles are created by ranking all colleagues from highest to lowest paid and ensuring there is an equal number of colleagues in each quartile.

LOWEST



LOWER MIDDLE



UPPER MIDDLE



HIGHEST



BONUS PAY OUTS

Equal numbers of females and males had the opportunity to earn a bonus.

