

# GENDER PAY GAP

## REPORT 2018



As part of the Sysco family, Brakes UK is committed to being a fair and equal employer, offering a great experience to everyone who works for us, and this has been recognised by our engagement score which has improved significantly two years in a row.

For the second consecutive year, I am pleased to report that relative to the UK national average of 17.9%, our Gender Pay Gap is comparatively low at 1.96%. **This is positive news for us, as it means that we have almost no difference in average or midpoint pay between men and women overall in our business.**

We have always said that the success of Brakes is down to its people. Our 6,600 colleagues have a unique spirit, doing everything possible as individuals and teams to help our tens of thousands of customers to thrive day in, day out. A business like ours offers a diverse range of job roles, the majority of which are in operations, and we provide one in five out of home meals to a customer base as varied as our workforce: from 5\* hotels, restaurants, schools, hospitals and care homes to local independent restaurants and take-aways, and everything in between.

We have an ongoing commitment and focus to provide an open, diverse and respectful environment for all our colleagues, and our colleagues' feedback on this through our annual engagement survey recognises our approach to Diversity & Inclusion as a particular strength, ahead of UK benchmarks. Inclusivity is one of our core values and we have focused on it for some years now, through our mandatory Respect At Work training for all managers, and creating equal opportunity for career development through our talent and development programmes. We are encouraged that proportionally more women were hired and promoted at all management grades last year, and will continue with our focus on equal treatment for all, building on the good work already in place.

We aim to offer a great working environment and opportunities for all who work at Brakes UK, helping us continue to build on the great business we have today.

**HUGO MAHONEY**  
Brakes UK CEO  
April 2019

## OUR RESULTS As at 5th April 2018

### OUR GENDER PAY GAP STATISTICS

#### DIFFERENCE IN 'MEAN' PAY

**1.96%** UK 2018: 17.9%

This means we paid our female colleagues 1.96% less than our male colleagues on average. In 2017 this was 1.75%.

#### DIFFERENCE IN 'MEAN' BONUSES PAID

**-31.36%** UK 2018: 7.6%

This means we paid our female colleagues 31.36% more in bonuses than we paid our male colleagues on average. In 2017 it was 15.82% less.

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÷4 = 5.

#### DIFFERENCE IN 'MEDIAN' PAY

**11.41%** UK 2018: 17.4%

The mid-point salary between the lowest and highest paid female colleagues was 11.41% less than the mid-point salary for male colleagues. In 2017 it was 9.67%.

#### DIFFERENCE IN 'MEDIAN' BONUSES PAID

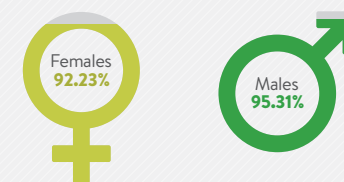
**-126.19%** UK 2018: -21.8%

The mid-point between the lowest and highest female colleague bonuses was 126.91% higher than the mid-point bonus for male colleagues. In 2017 it was -16.21%.

The 'median' is the middle or 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.

### BONUS PAYOUTS

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



### PAY QUARTILES

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. So, if we had 400 colleagues, there would be 100 in each pay quartile. We then look at the gender split for each of the four parts. Therefore, if we have 100 people in our highest pay bracket, 26 of them will be women. Our overall gender split is 76% male and 24% female. The UK average is 52% male to 48% female.

