

GENDER PAY GAP

2023 REPORT



OUR RESULTS As of April 2023

As part of the Sysco family, the Brakes and Fresh Direct 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 Median gender pay gap has fallen from 10.4% to 8.3% in 2023, while the mean gap has increased from -6.2% to -7.3%

The gender pay gap at Brakes is 8.3%, 6ppt lower (more positive) than UK national median pay gap of 14.3%.

Our commitment and focus is to continue 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 and the progress we've made this year.

DIFFERENCE IN 'MEAN' HOURLY PAY

-7.3%

This means we paid our female colleagues 7.3% more than our male colleagues on average. In 2022 this was 6.2%.

DIFFERENCE IN 'MEAN' BONUSES PAID

-49.9%

This means we paid our female colleagues 49.9% more in bonuses than we paid our male colleagues on average. In 2022 it was 53.5% more.

DIFFERENCE IN 'MEDIAN' HOURLY PAY

8.3%

The mid-point salary between the lowest and highest paid female colleagues was 8.3% less than the mid-point salary for male colleagues. In 2022 it was 10.4%

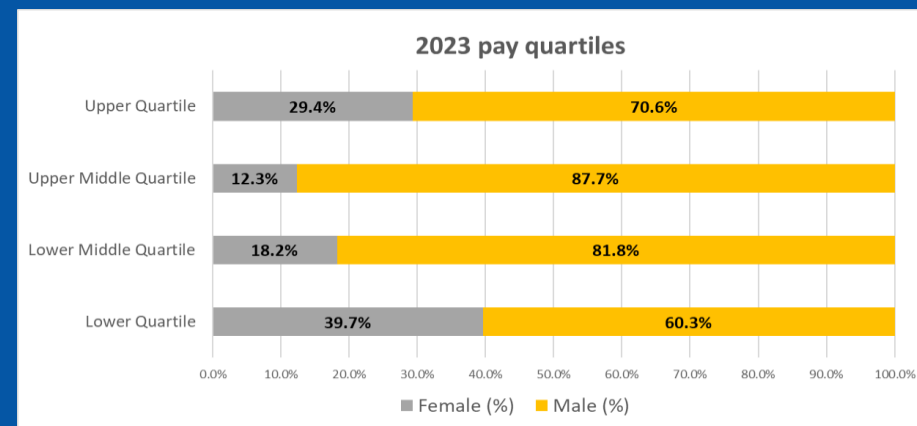
DIFFERENCE IN 'MEDIAN' BONUSES PAID

19.7%

Men received a higher median bonus payment than women (19.7% higher) in 2023. In 2022, both genders received the same payment

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.



BONUS PAY OUTS

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

FEMALE
88.7%

MALE
88.0%