



Bidfood Gender Pay Gap report

Bidfood is committed to equal opportunities across the work force. Fair pay and terms are key to all our employment practices, as is equal treatment regardless of gender.

To comply with the Equality Act 2010 (Gender Pay Gap Information) Regulations 2017, we have identified the differences in male and female pay across our workforce regardless of job role. The exact and accurate analysis done follows the requirements of the Regulations and so we have calculated:

- the mean gender pay gap
- the median gender pay gap
- the mean bonus gender pay gap
- the median bonus gender pay gap
- the proportion of males and females receiving a bonus payment
- the proportion of males and females in each quartile band.

We have done this across our two legal entities, as required:

BFS Group Ltd – incorporating Bidfood employees and Bidvest Logistics employees

3663 Transport Limited – incorporating all employees working in the Transport Operations of our trading company Bidfood.

In addition we have calculated results for our trading company:

Bidfood (trading name) – incorporating all employees working in our trading company Bidfood, excluding those in the Transport operation. We are presenting the Bidfood results so we give full transparency to that part of our workforce.

Our results

These results represent the workforce pay and bonuses from April 2016 to April 2017.

Reporting area	BFS Group	Bidfood	3663 Transport Limited
Pay – mean	-2.7%	-1.3%	8.4%
Pay – median	1.8%	-2.5%	11.5%
Bonus – mean	2.5%	0.8%	25.5%
Bonus - median	-18.4%	-18.4%	68.4%
Proportion with bonus	33.5% male 56.7% female	53% male 66% female	49% male 39% female

We have results that favour female employees (where a negative result is shown) so in BFS Group and Bidfood mean pay is higher for females than males.

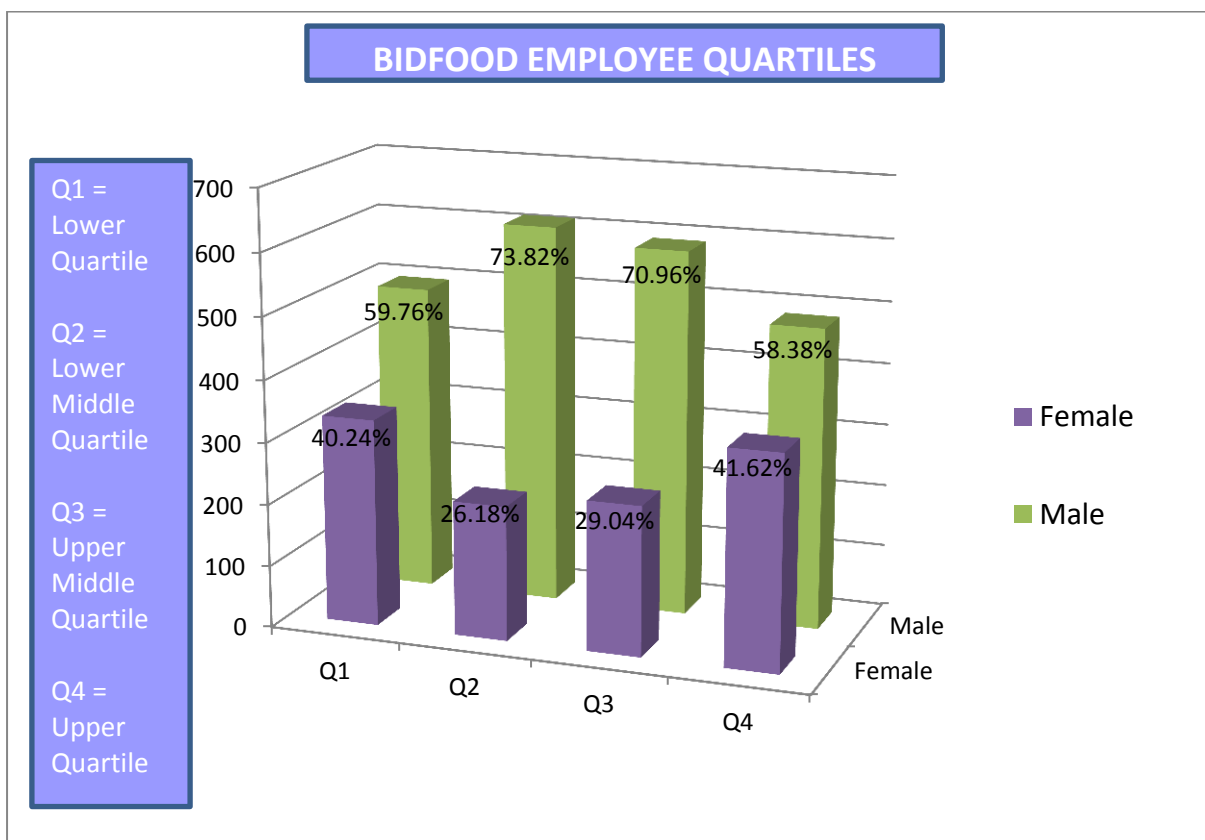
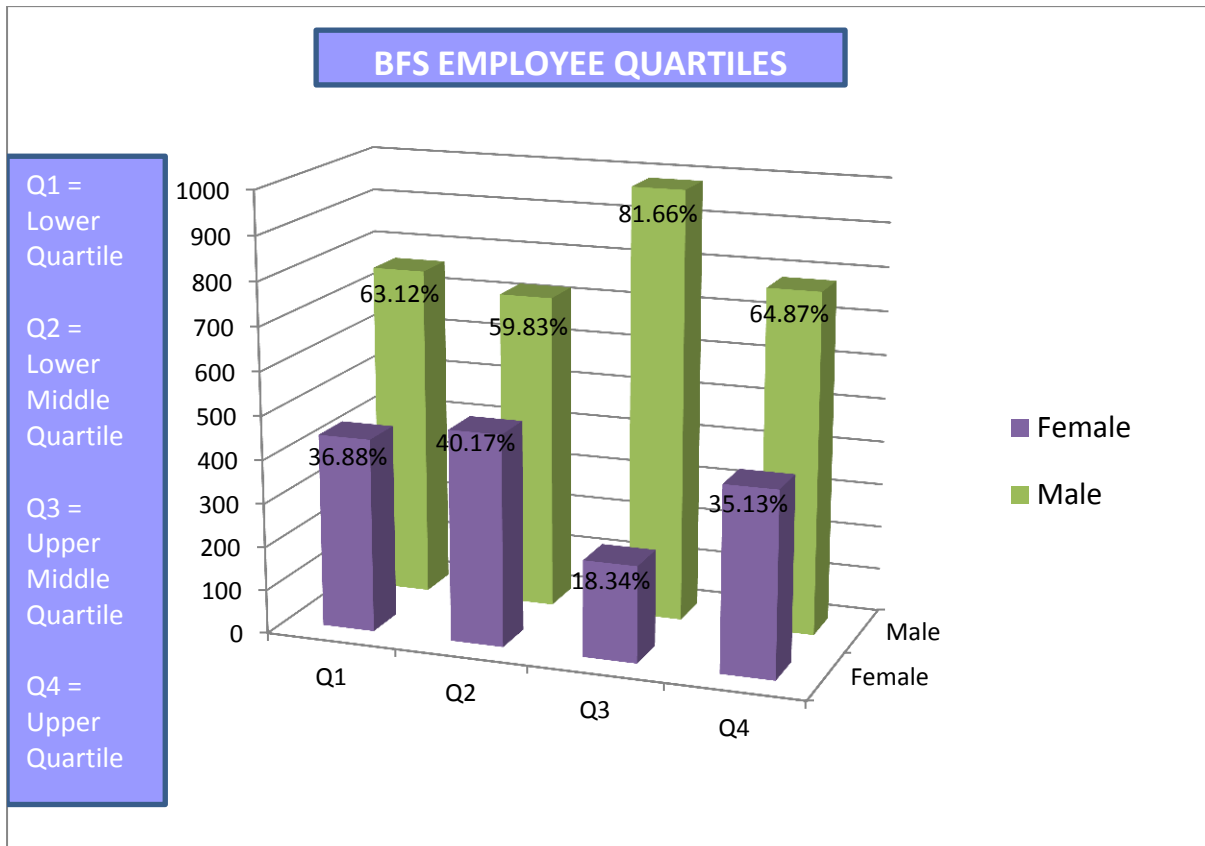
There is a small mean bonus gap in BFS Group and Bidfood in favour of males, although the median bonus gap favours females. This work group would include those earning sales and telesales commission, as well as middle and senior management roles who would attract performance bonuses. It is worth noting that 43% of the Bidfood Board is female.

For 3663 Transport Limited, the pay gaps favour males and the make-up of this workforce is predominantly male in our key role of Driver. However, the 3663 Transport Limited workforce will comprise a small number of other types of roles filled by females.

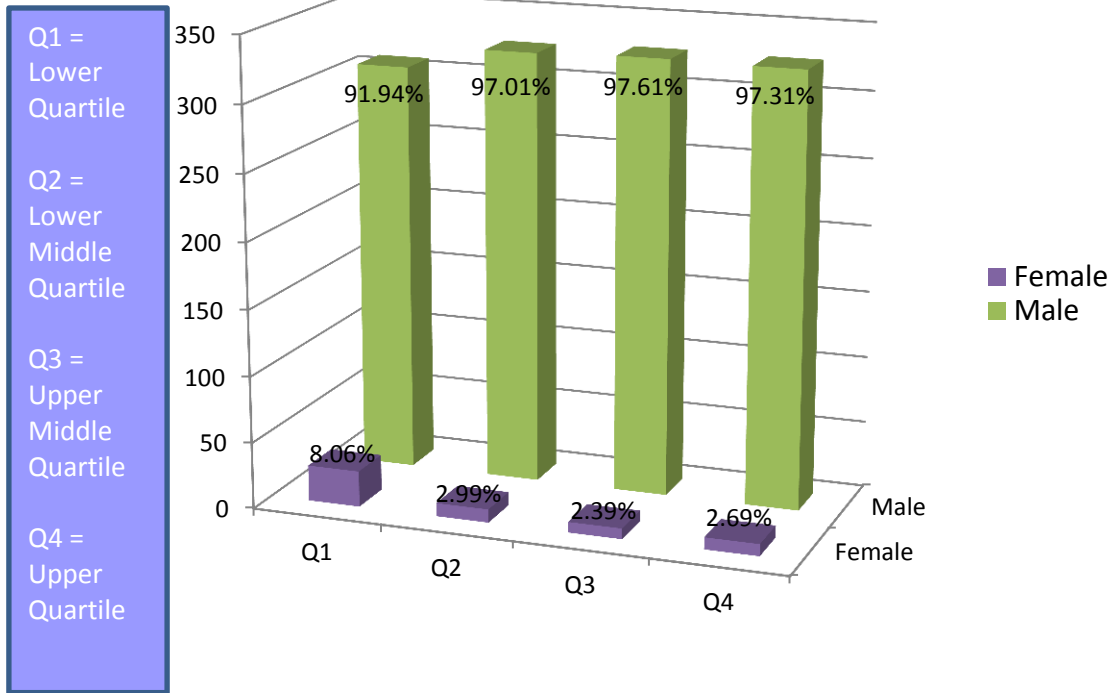
Bonuses in 3663 Transport Limited favour males; again the workforce make-up is predominantly male and performance bonuses are common.

As we move our reward strategy forward throughout 2018, we will analyse pay at a lower level to understand any extent of differences in 'like for like' roles.

The following charts illustrate the make- up of the workforces across the quartiles defined by the Regulations:



3663 TRANSPORT EMPLOYEE QUARTILES



Heather Angus

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HR and Sustainability Director