

Bidfood gender pay gap report 2019



Foreword

At BFS Group we believe that our people are our greatest asset. We are committed to equal opportunities across our workforce, and treat our people equally regardless of gender. The requirement to report on our gender pay gap helps us to focus on understanding the reasons behind differences in pay and to develop action plans to reduce any differences over time.

We can see progress in the reduction of the gender pay gap in some parts of our business. We are committed to driving through initiatives in 2020 and beyond, and whilst these might not have an immediate effect on our gender pay figures across all areas, we believe that having equality and diversity within our workforce will sit at the heart of our success. Whilst our figures continue to demonstrate that we still have work to do, I am confident that we do not have an equal pay issue and our men and women are paid equally for the same work.

Female representation is typically low within the warehousing and distribution industry and progress to change this is very slow. We continue to build a workplace environment which will attract women and allow them to achieve their career goals and aspirations. Some of the initiatives we are supporting include diversity awareness training, inclusive policies and external partnerships to support social change.



We are required to report a number of factors to demonstrate our gender pay gap which are included in this report. These are:

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

Our two legal entities are:

- BFS Group Ltd – incorporating Bidfood employees and Best Food Logistics employees
- 3663 Transport Limited – incorporating all employees working in the transport operations of our trading company Bidfood.

I can confirm that the information in this report is accurate.

Heather Angus
HR & Sustainability
Director



"We believe that having equality and diversity within our workforce will sit at the heart of our success"

"We can see progress in the reduction of the gender pay gap"

Gender pay gap reporting definitions

Gender pay gap legislation was introduced to encourage employers to focus on the differences in male and female pay across organisations regardless of job role. The legislation is applicable to employers who have more than 250 employees and has been introduced to support the government's objective to reduce the gender pay gap in a single generation.

Gender pay gap and equal pay are different measures.

The gender pay gap measures the difference in pay between men and women in an organization, regardless of seniority.

Equal pay deals with the pay differences between men and women who carry out the same jobs, similar jobs or work of equal value.

The median represents the midpoint of a data set where the data has been sorted from lowest to highest.

The median gender pay gap is the difference between the median hourly pay for men and the median hourly pay for women, expressed as a percentage of male pay.

The median bonus gender pay gap is the difference between the mid-point bonuses paid to men and women in the 12 months leading to April 2019 expressed as a percentage of the mid point bonus received by men during that period.

The mean represents the average figure of a data set, where the sum of all the data is divided by the number of pieces of data in the set.

The mean gender pay gap is the difference in the average hourly pay men and the average hourly pay for women when expressed as a percentage of male pay.

The mean bonus gender pay gap is the difference in the average bonuses paid to men and women in the 12 months leading to April 2019 expressed as a percentage of the average bonus received by men during that period.

Quartiles are calculated by sorting the rates of pay for all employees across the business from lowest to highest, then splitting the data set into four equal sized groups and calculating the percentage of men and women in each group.

The quartiles (from lowest to highest) are called **Q1, Q2, Q3 and Q4** where Q1 is the lower quartile, Q2 is the lower middle quartile, Q3 is the upper middle quartile and Q4 is the upper quartile.



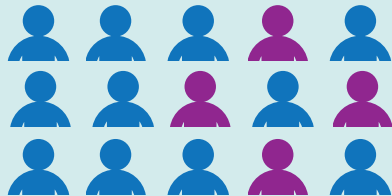
BFS Group gender pay gap figures 2019

(Bidfood and Best Food Logistics employees)



Total headcount

4,700



3,376 1,324



71.82% of males
28.17% of females

Bonus headcount

1,806

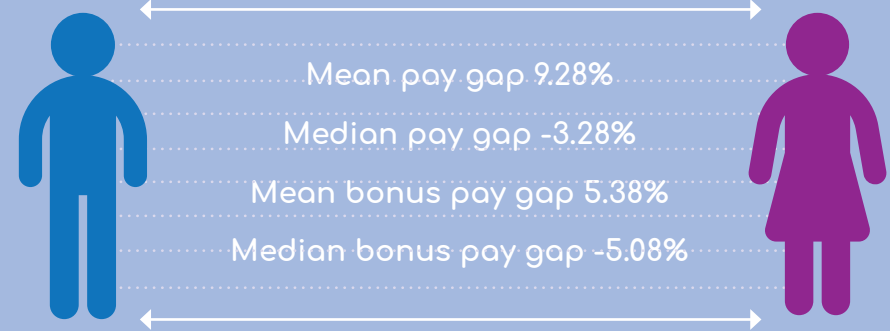


1,111 695

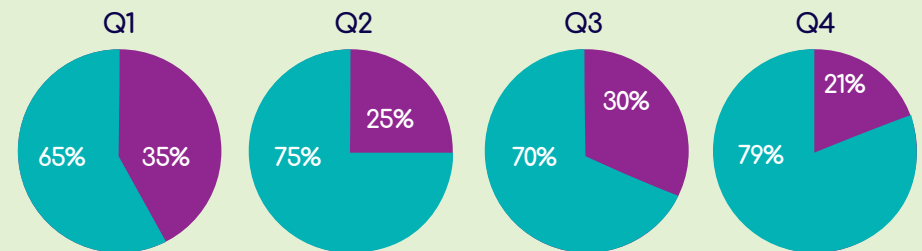


32.91% of males &
52.49% of females
received a bonus

Difference between men and women



Proportion of males and females in each quartile



We have arranged our employees in order of lowest to highest paid worker, then split them into quartiles – the lowest 25%, the next 25% and so on. Each quartile indicates the split of males and females in that group.



Bidfood gender pay gap figures 2019

Total headcount

3,410



2,251 1,159



66.01% of males
33.99% of females

Bonus headcount

1,797

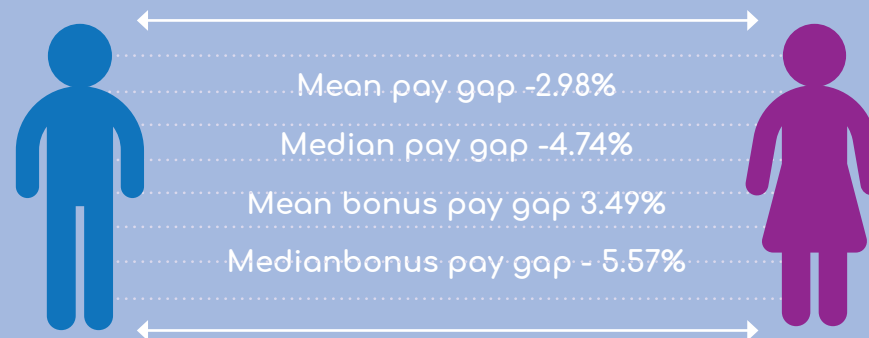


1,103 694

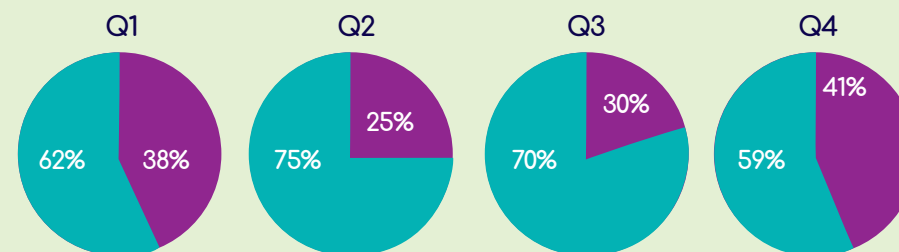


49.00% of males
59.88% of females
received a bonus

Difference between men and women



Proportion of males and females in each quartile



We have arranged our employees in order of lowest to highest paid worker, then split them into quartiles – the lowest 25%, the next 25% and so on. Each quartile indicates the split of males and females in that group.

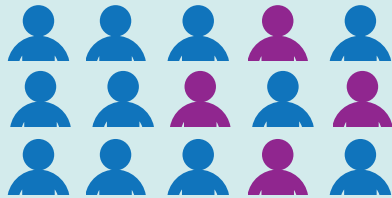
3663 Transport gender pay gap figures 2019

(Transport Operations Employees in Bidfood)



Total headcount

1,432



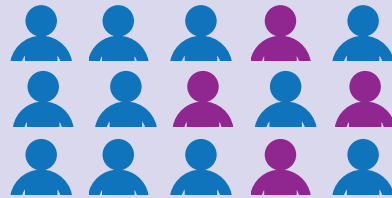
1,373 59



95.88% of males
4.12% of females

Bonus headcount

574

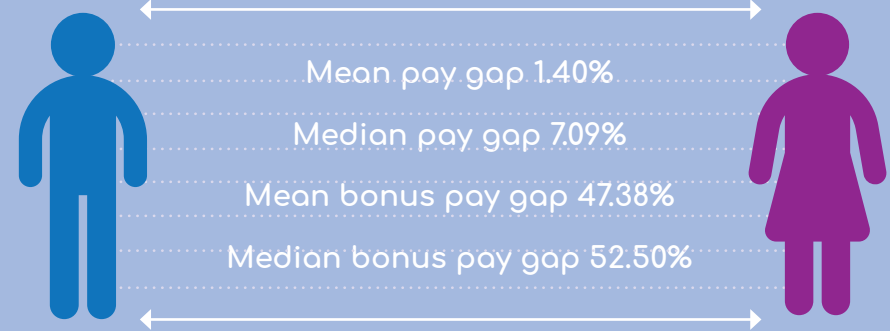


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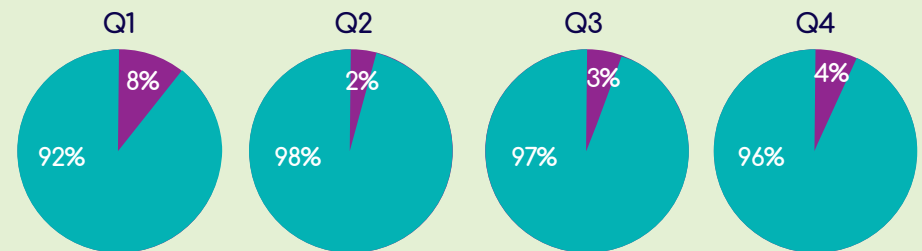


40.57% of males
28.81% of females
received a bonus

Difference between men and women



Proportion of males and females in each quartile



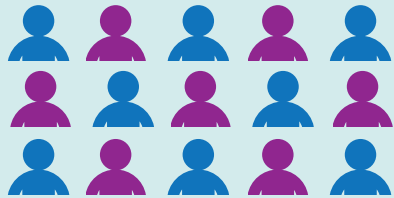
We have arranged our employees in order of lowest to highest paid worker, then split them into quartiles – the lowest 25%, the next 25% and so on. Each quartile indicates the split of males and females in that group.



Best Food Logistics gender pay gap figures 2019

Total headcount

1,290



1,125 165



87.21% of males
12.79% of females

Bonus headcount

9

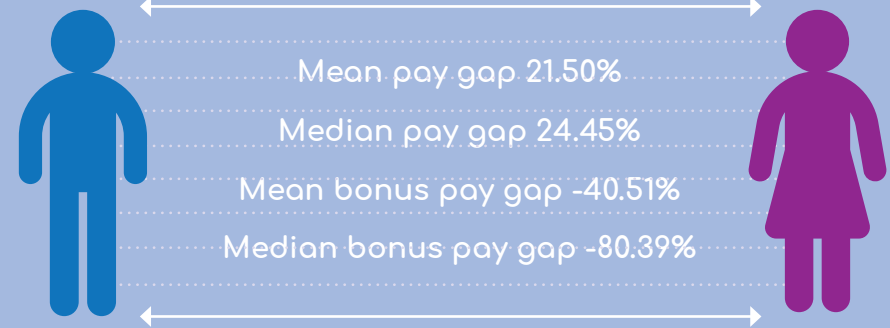


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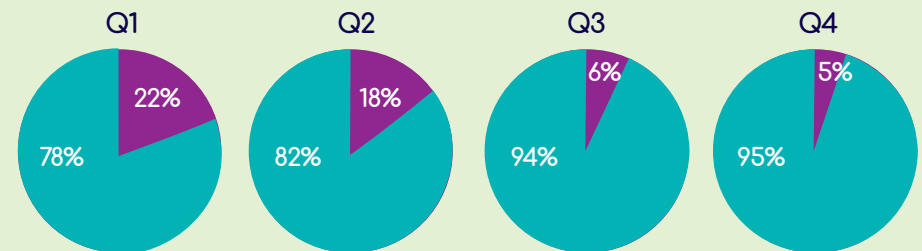


0.71% of males
0.61% of females
received a bonus

Difference between men and women



Proportion of males and females in each quartile



We have arranged our employees in order of lowest to highest paid worker, then split them into quartiles – the lowest 25%, the next 25% and so on. Each quartile indicates the split of males and females in that group.

Understanding the gender pay gap and taking action to close it

We are making good progress in reducing our gender pay gap over time. Our mean pay and median pay measurements have reduced in BidFood and 3663 Transport Ltd, and we are seeing an increase in the proportion of females in the upper quartiles of pay at Bidfood.

Our gender pay gap reflects the higher proportion of men than women in our workforce who undertake roles attracting higher rates of pay, bonuses or allowances. This is reflective of the warehousing and distribution industry, which is traditionally male dominated. We have always believed in appointing the right person for the role, regardless of gender or other characteristics, however we can see in our figures the impact of having more male colleagues in senior roles and this creates a significant challenge in closing the gap.

Our pay quartiles show that our male employees are dominant in most quartiles and this is consistent with the warehousing and distribution industry. The lower pay quartile in most cases has the highest representation of female employees which would include roles such as telesales, administrators and warehouse operatives. This disproportionate representation is contributing to our pay gap in both hourly rates and bonus payments.

We are committed to developing a diverse workforce and addressing our gender pay gap. We are making progress in our plan to reduce the gender pay gap and some of the activities we are currently working on are:

Reward: we are reviewing and benchmarking roles within the organisation. The aim of this project is to make our pay structures more transparent and provide standard application across the group.

Recruitment: we are undertaking a strategic recruitment review and as part of this will continue to explore our gender mix across the business to attract and support more women into our roles. In the last three years our apprenticeship programmes have placed more women in our business than men. In addition, our flexible working practices such as part-time working, term-time working and home working have increased by 10 per cent in the last year.

Training: our managers regularly attend training events to develop their skills to manage their teams. We are working on the roll-out of a Diversity Essentials course to educate teams on creating an inclusive workplace.

Beyond BFS group: we are continuing to develop strategic partnerships with external organisations to encourage more women within our industry. We also want women to aspire to our senior roles and to support young people to choose our industry as their career. An example of this is the Catalyse Change CIC, a Bristol-based social enterprise supporting girls and young women to develop sustainability skills and knowledge for 'healthy, happy and green' communities, careers and planet.

"We are committed to developing a diverse workforce and addressing our gender pay gap"



