

Bidcorp UK gender pay gap report 2020



Foreword



Bidcorp UK works within the warehousing and distribution sector where female representation is traditionally low. We are mindful of this and over the last year have maintained our commitment to building a workplace environment which will attract women and allow them to achieve their career goals and aspirations. Over the past 12 months activities to support this have included data gathering, measuring and reporting on gender within the business, introducing wider measures around flexible working, putting together a project team to focus on diversity and focusing on various development activities to enable progression.

We are pleased with the progress shown in the figures so far.

Our legal entities are:

- BFS Group Limited trading as Bidfood
- 3663 Transport Limited
- Bidfresh Limited

Thank you for your interest in our Gender Pay Gap Report. I can confirm that the information contained in this report is accurate.

Heather Angus
HR & Sustainability Director



Bidfood gender pay gap figures 2020

Mean pay gap
-4.62%

Women paid more than men
(Improvement)

Median pay gap
-2.14%

Women paid more than men
(Decline)

**Mean bonus
pay gap -5.86%**

Women paid more than men
(Improvement)

**Median bonus
pay gap -56.21%**

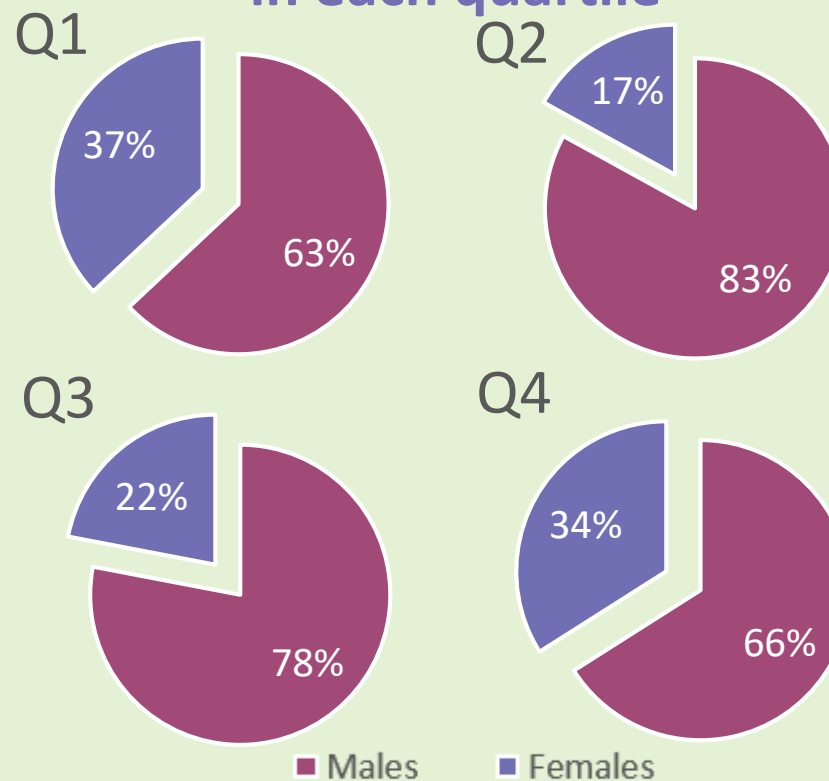
Women paid more than men
(Improvement)

**49.78% of men
received bonus
pay**

**60.65% of
women received
bonus pay**



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.

Q1 = lower quartile Q2 = lower middle quartile
Q3 = upper middle quartile Q4 = upper quartile



3663 Transport gender pay gap figures 2020

Mean pay gap
-3.82%

Women paid more than men
(Improvement)

Median pay gap
0.58%

Men paid more than women
(Improvement)

**Mean bonus
pay gap 31.78%**

Men paid more than women
(Improvement)

**Median bonus
pay gap 9.56%**

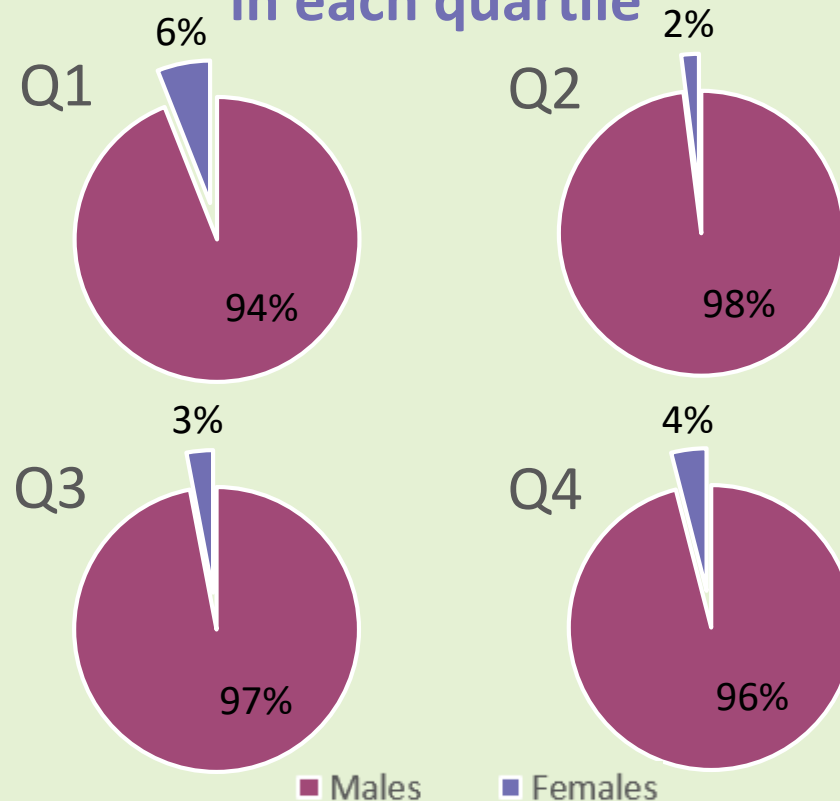
Men paid more than women
(Improvement)

**35.08% of men
received bonus
pay**

**30.88% of
women received
bonus pay**



Proportion of males and females in each quartile



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Bidfresh gender pay gap figures 2020

Mean pay gap
-11.69%

Women paid more than men
(Improvement)

**Mean bonus
pay gap -23.79%**

Women paid more than men
(Improvement)

**60.93% of men
received bonus
pay**

**54.02% of
women received
bonus pay**

Median pay gap
-12.04%

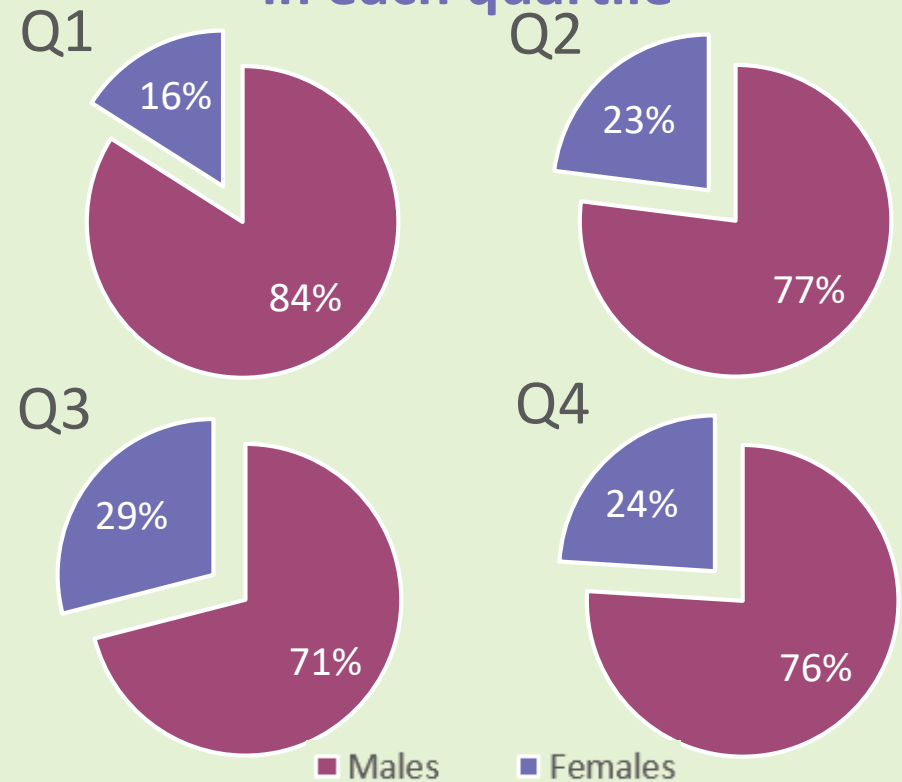
Women paid more than men
(Improvement)

**Median bonus
pay gap 36.36%**

Men paid more than women
(Improvement)



Proportion of males and females in each quartile



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Understanding the **gender pay gap** and taking action to close it

We are committed to gender equality in our business and have taken various steps to support this such as:

1. **Recruitment & Selection:** We use psychometric tests and structured interview questions in our recruitment processes to enable fair and equitable recruitment and selection process for all.
2. **Development:** Our performance appraisals incorporate self assessment and enable two way conversations to ensure that balance during the performance management process. We have built a report which monitors internal promotions by gender within our business and will use the data provided by it to build future development programmes. We have run our Executive Development programme called “Appetite for Success” which enabled a large number of female employees to participate.
3. **Retention:** We have implemented flexible working and hybrid working for our employees, enabling wider adoption of different working patterns such as part time working and term time working. We have started work on our Diversity Strategy which has Board Level sponsorship and a project team in place that will focus on future ways of working. We have implemented a Diversity Dashboard for Line Managers which helps them to measure diversity in their own business area.
4. **Other:** We have been a corporate sponsor of Catalyse Change for two years, a social enterprise that aims to equip girls and young women with the confidence and skills for ‘healthy, happy and green’ communities, careers and planet. Sustainable and inclusive development is critical for a peaceful and prosperous world; and gender equality is key to achieving sustainability. Corporate sponsors play a key role in funding bursaries for girls and women from financially disadvantaged backgrounds, enabling them to access content, mentors and events that they wouldn’t necessarily have been able to, further promoting diversity and inclusion.

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