



Gender Pay Gap Report 2017



Overview

As an employee owned business we always strive to ensure equality for all our employee owners. We value the strengths and opportunities a diverse workforce can bring and the results are mutually beneficial for all.

We aim to ensure that our employee owners are all treated the same across all roles and locations. We all have the same opportunities for reward, recognition and development of our careers. Our bonus structures have been developed in such a way that our operational successes benefit all, irrespective of gender or role following a minimum service qualification. However, although 2 employees may be eligible for the same percentage of bonus, variation in working hours would mean the net bonus paid between employees would vary. This affects our Bonus Gender Pay Gap as we have proportionally more part time working females than males.

All our weekly paid employee owners receive the same rate of pay in their respective role regardless of gender and that can clearly be shown with our 0.00% Median Gender Pay Gap.

A fact we cannot get away from is that the industry in which we operate has traditionally been male dominated. We have been very successful in being able to nurture and develop talent over the years and actively promote from within. However, we do recognise that this has created a lower proportion of females to males in some of our more senior roles.

We have, however, made tremendous strides over recent years not only to increase our total numbers of females within the business, but the number of females holding more senior roles. In the last 5 years, we have our first female employee sitting on our Senior Management Team and our first female General Manager. We also have a number of excellent females holding lower to middle management positions who we are confident in coming years will develop into the more senior positions.

The results come as no surprise to us but do recognise the work that has been done over recent years. We are aware there are more step changes that can be made both within our own Company and the industry as a whole and that these changes take time.

Moving forward we will continue to analyse the factors that may be preventing a more balanced gender workforce and take meaningful steps to address this.



Greg Suszczenia
Joint Managing Director



Understanding the Gender Pay Gap Data

What is the Gender Pay Gap?

This measures the difference between male and female earnings across our whole company. These differences are regardless of the type and nature of work undertaken by both male and females. This is done by expressing female pay as a percentage of male pay.

This is different from equal pay. Equal pay deals with the pay differences between males and females who carry out the same job, similar jobs or work of equal value.

Calculating the Median & Mean Gaps

Median:-

Looking at the hourly rate of pay for each of our employees and placing the value in order per male/female employees. The Median pay gap is the difference between the female middle hourly pay and the male middle hourly pay.



Mean:-

This shows the difference in average hourly rate of pay that all our male and female employees receive. This is also affected by the different numbers of male and females in different roles.

The mean and median calculations were also carried out to compare the bonus pay both male and female employees received over a 12 month period.

Calculating the Pay Quartiles

We have listed all our employees by the hourly pay rate from highest to lowest and then split these into 4 equal groups. We then calculated the percentage of males and females in each group. These groups are known as quartiles.

In this report we have shown the percentage of males and females in each of the 4 quartiles.



Our results...

Gender Pay Gap

12.06% - Our Mean

0.00% - Our Median

18.40% - National Median*

*Annual Survey of Hours and Earnings:
2017 provisional and 2016 revised results

Bonus Gender Pay Gap

22.01% - Our Bonus Mean

19.98% - Our Bonus Median

Percentage of Males & Females receiving a bonus

75.54%
Males
receiving a
bonus



84.81%
Females
receiving a
bonus

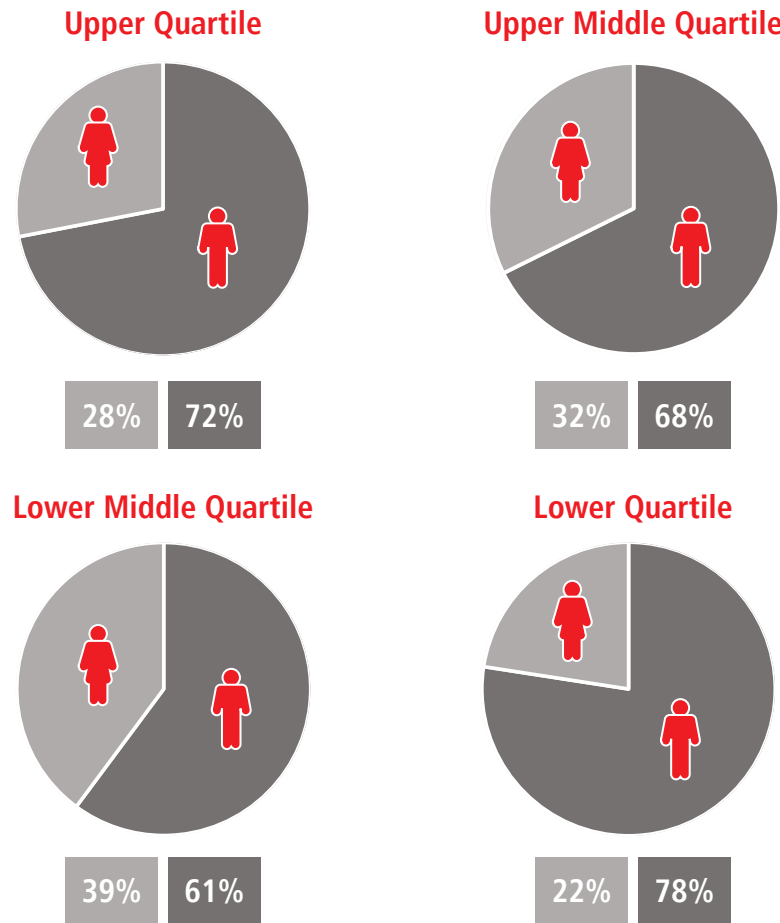


I confirm that our data has been calculated according to the requirements of The Equality Act 2010 (Gender Pay Gap Information) Regulations 2017.

David Grimes, Joint Managing Director

Pay Quartiles

Proportion of male and female employees according to quartile pay bands



What we are doing...

As previously stated we have seen the results from the work we have already started. To continue to close The Gender Pay Gap, we feel we need to continue to concentrate our efforts in the following areas:-

Education, Engagement and Partnership

- We will continue to educate our external business partners that it is wrong to make certain assumptions about what our current and future employees are and want. For example only male temporary employees being sent for placement because they “assumed” the roles were not female roles.
- On going training will take place with our managers to ensure there is no unconscious bias taking place when recruiting. More robust reporting metrics to be produced to look at the make up of our recruitment campaigns.
- Continue to actively encourage and support organisations such as Women in Wholesale. Our female GM was a Q&A panellist at last year’s Conference and this year, two of our employees are actively participating, one as a business mentor and the other again as a Q&A panellist
- Further develop our recruitment policies and methods to encourage more females into the industry and look more closely at our family friendly polices to see how these can be improved to assist females into our Company
- Engage with our existing female employee owners regarding career opportunities and create a more structured role model programme to help nurture and develop talent
- Establish and strengthen our links with schools and colleges within the communities we work to promote our industry and illustrate the number of diverse career opportunities for females in the wholesale sector

