

# GENDER PAY GAP

## 2022 REPORT

## OUR RESULTS As of April 2022

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 mean Gender Pay Gap for Fresh Direct Ltd for 2021 is 5.9%.**

This figure excludes kff and Medina, as both of these business are on separate PAYE schemes and last April had less than 250 employees.

This has improved from the previous year. The data cut was taken on 1 April 2022.

Furloughed colleagues have returned post pandemic, reverting to full headcount.

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.

### DIFFERENCE IN 'MEAN' HOURLY PAY

**5.9%**

This means we paid our female colleagues 5.9% less than our male colleagues on average. In 2021 this was 11.3%.

### DIFFERENCE IN 'MEDIAN' HOURLY PAY

**2%**

The mid-point salary between the lowest and highest paid female colleagues was 2% less than the mid-point salary for male colleagues. In 2021 it was 5% more.

### DIFFERENCE IN 'MEAN' BONUSES PAID

**-24.3%**

This means we paid our female colleagues 24.3% more in bonuses than we paid our male colleagues on average. In 2021 it was 68.4% less.

### DIFFERENCE IN 'MEDIAN' BONUSES PAID

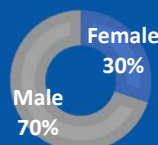
**-95.8%**

The mid-point between the lowest and highest female colleague bonuses was 95.85% higher than the mid-point bonus for male colleagues. In 2021 it was 100% higher.

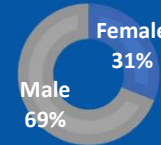
### PAY QUARTILES

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.

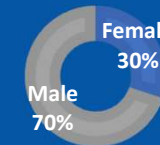
#### LOWEST



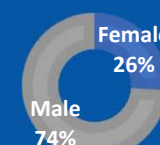
#### LOWER MIDDLE



#### UPPER MIDDLE



#### UPPER



### BONUS PAY OUTS

More males than females had the opportunity to earn a bonus. This is due to more females being employed in admin roles which do not attract bonuses.

**FEMALE**  
44%

**MALE**  
61.8%