

Bidcorp UK gender pay gap report 2022





Foreword

Welcome to Bidcorp UK's Gender Pay Gap Report for April 2022. Bidcorp UK works within the warehousing and distribution sector where female representation continues to be traditionally low. Against this backdrop, we have implemented a variety of activities in the last 12 months that aim to attract, promote and retain a progressively diverse workforce. Further details are included in our "taking action" section.

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

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

Heather Angus
People & Sustainability Director

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 2022 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 2022 expressed as a percentage of the average bonus received by men during that period.

Where mean or median figures are positive, it shows that men are paid more than women. Where mean or median figures are negative, it shows that women are paid more than men.

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.





Bidfood gender pay gap figures 2022

Mean pay gap
-6.16%
 Women paid more than men
 (Last year -2.21%)

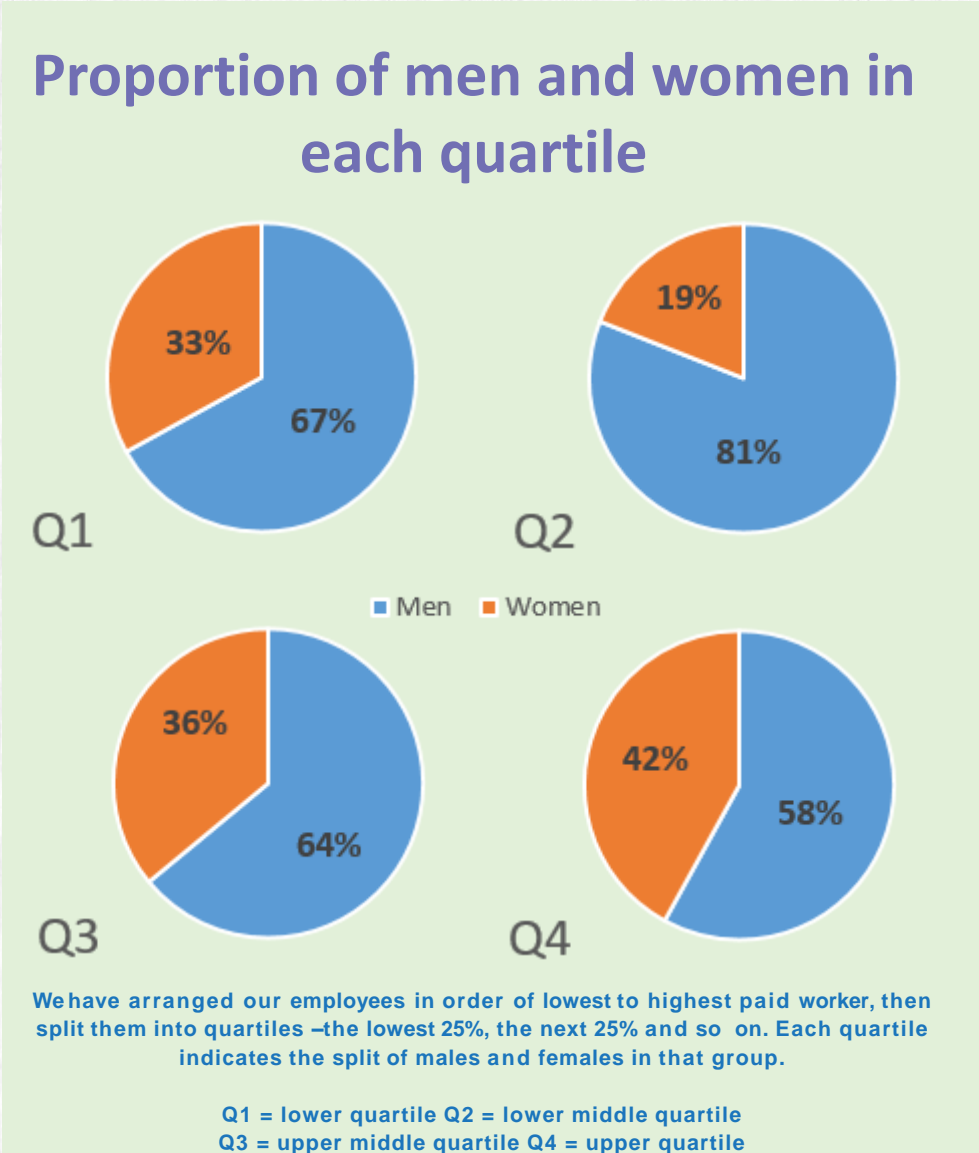
Median pay gap
-7.49%
 Women paid more than men
 (Last year -5.33%)

Mean bonus pay gap
-36.53%
 Women paid more than men
 (Last year -22.11%)

Median bonus pay gap
-56.00%
 Women paid more than men
 (Last year -15.72%)

85.29% of men received bonus pay
 (Last year 45.24%)*

75.60% of women received bonus pay
 (Last year 51.12%)*



* Increase due to the implementation of an attendance incentive



3663 Transport gender pay gap figures 2022

Mean pay gap
0.43%
Men paid more than women
(Last year -5.83%)

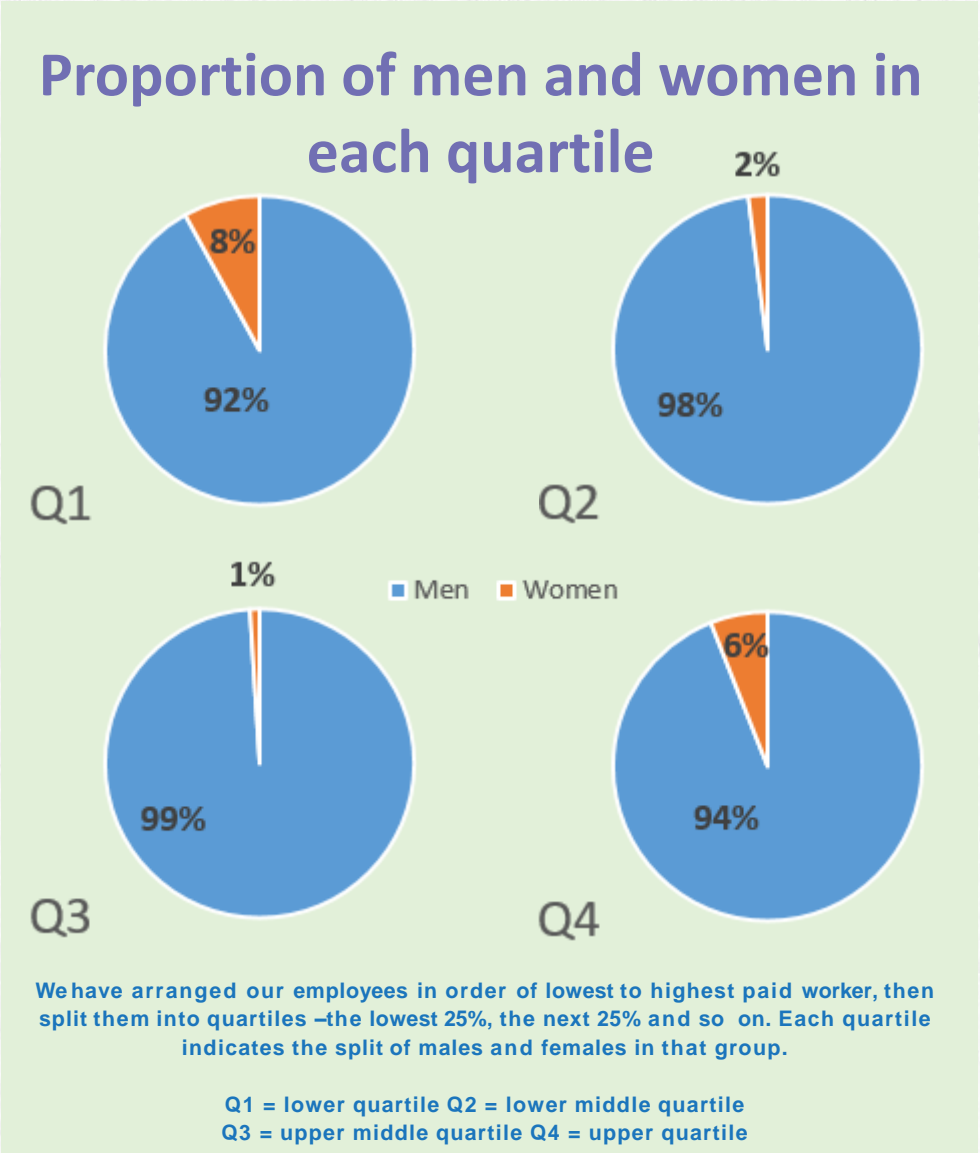
Median pay gap
3.11%
Men paid more than women
(Last year 2.79%)

Mean bonus pay gap -0.92%
Women paid more than men
(Last year -11.29%)

Median bonus pay gap 0.00%
Men and women equally paid
(Last year 55.56%)

89.19% of men received bonus pay
(Last year 36.39%)*

70.27% of women received bonus pay
(Last year 23.64%)*



* Increase due to the implementation of an attendance incentive



Bidfresh gender pay gap figures 2022

Mean pay gap
-6.78%
 Women paid more than men
 (Last year 8.78%)

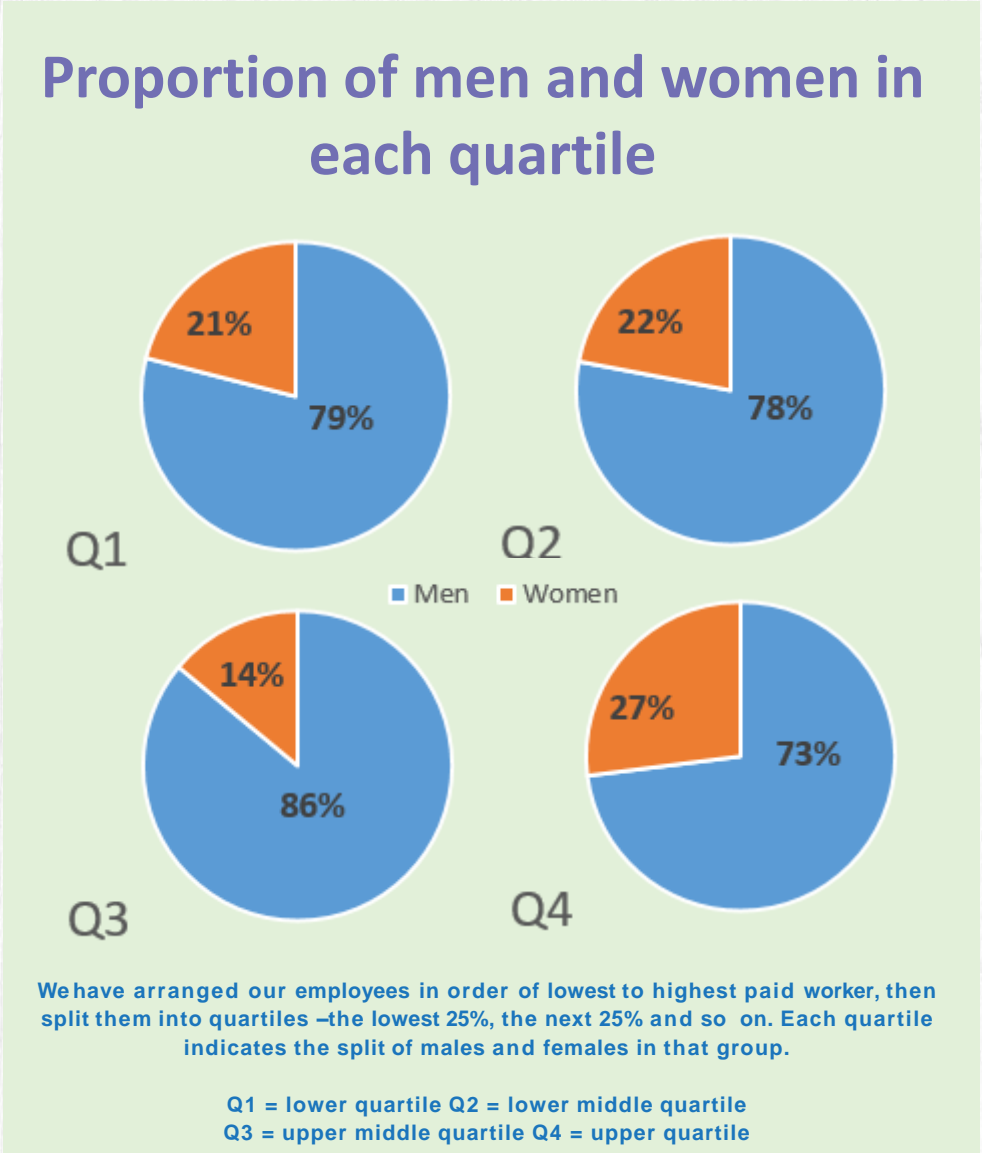
Median pay gap
0.00%
 Men and women equally paid
 (Last year -16.70%)

Mean bonus pay gap
-25.49%
 Women paid more than men
 (Last year -42.11%)

Median bonus pay gap
16.67%
 Men paid more than women
 (Last year 74.00%)

46.57% of men received bonus pay
 (Last year 23.97%)

37.61% of women received bonus pay
 (Last year 26.92%)



Understanding the gender pay gap and taking action to close it

We're committed to gender equality in our business and continue to take action to improve it. Some of these activities include:

- Making our approach to pay simpler and more transparent, particularly for our Wholesale teams.
- Setting up a Reward Steering Group to oversee our pay policy and practice across the whole business.
- Adding earned wage access to our benefits package, to help people manage their finances during the cost of living crisis, and provide them with online education, toolkits and financial wellbeing support.
- Introducing new technologies to support diversity and inclusion within our business (see box for details)
- Continuing menopause support by training people in menopause mentor roles, and sharing toolkits for line managers and employees to help raise awareness.
- Continuing to benchmark our people data against labour market insights to spot areas of focus for the future.
- Making sure our approach to pay is fair by conducting regular internal and external salary checks, as well as using proven, robust job evaluation technology to regularly review and update job descriptions.
- Continuing our work as a corporate sponsor of Catalyse Change, 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.

New technologies we've introduced include:

- Piloting an applicant tracking system to modernise our recruitment processes and avoid unconscious bias in the selection process, and refreshing our careers website to promote an inclusive culture.
- Launching a flexible benefits platform that allows us to engage with employees, to help them make more informed choices. Data insights from the platform will also help us improve our future benefits offering.

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