



## GENDER PAY REPORT – PUBLISHED APRIL 2019

This pay report relates to Grocontinental's employment figures as at April 2018. Our total headcount was 381 employees.

### Gender Profile

The table below shows the number of men and women employed by Grocontinental.

	No. of employees	No. of employees as a %
<b>Men</b>	<b>328</b>	<b>86.1%</b>
<b>Women</b>	<b>53</b>	<b>13.9%</b>
<b>Total no. of employees</b>	<b>381</b>	<b>100.0%</b>

### Company Roles

The table below shows percentage of employees working within the three areas of our business.

Business area	% of employees
<b>Warehouse &amp; Maintenance</b>	<b>47.0%</b>
<b>Drivers</b>	<b>28.6%</b>
<b>Administration &amp; Management</b>	<b>24.4%</b>

### Pay Quartiles

The table below shows the proportion of male and female employees across the company by quartile pay bands as at the snapshot date of 5th April 2018.

	Lower quartile	Lower middle quartile	Upper middle quartile	Upper quartile
<b>Men</b>	<b>71.6%</b>	<b>92.0%</b>	<b>94.3%</b>	<b>88.5%</b>
<b>Women</b>	<b>28.4%</b>	<b>8.0%</b>	<b>5.7%</b>	<b>11.5%</b>

### Pay and Bonus Difference

The table below shows the mean and median hourly gender pay gap, and the mean and median bonus gap as at the snapshot date of 5th April 2018.

	Mean	Median
<b>Hourly pay</b>	<b>13.0%</b>	<b>17.8%</b>
<b>Bonus</b>	<b>42.9%</b>	<b>0.0%</b>

### Proportion of employees receiving a bonus

	%
<b>Men</b>	<b>89.6%</b>
<b>Women</b>	<b>90.6%</b>

2.

### **Pay and Bonus Difference Narrative**

Analysis of the gender pay gap shows that it is largely driven by two key factors, the first being that we have a much higher percentage of male employees across the business and secondly, we have more men in senior higher-paid roles.

The bonus gap is largely due to the fact that we run a weekly bonus-pay incentive scheme for drivers relating to vehicle performance and safety. With the exception of one woman, all our drivers are men.

### **Statement of Accuracy**

I confirm that the information published in this document is accurate.



Andy Henderson  
General Manager

April 2019