

Gender Pay Gap

Creed Foodservice is required by law to publish an annual gender pay gap report.

This is its report for the snapshot date of [5 April 2017].

- The mean gender pay gap for Creed Foodservice is 2.3%.
- The median gender pay gap for Creed Foodservice is 8%.
- The mean gender bonus gap for Creed Foodservice is -16%.
- The median gender bonus gap for Creed Foodservice is -12.8%.
- The proportion of male employees in Creed Foodservice receiving a bonus is 74.2% and the proportion of female employees receiving a bonus is 59.5%.

Pay quartiles by gender

Band	Males	Females	Description
A	59.8%	40.2%	Includes all employees whose standard hourly rate places them at or below the lower quartile
B	82.8%	17.2%	Includes all employees whose standard hourly rate places them above the lower quartile but at or below the median
C	88.5%	11.5%	Includes all employees whose standard hourly rate places them above the median but at or below the upper quartile
D	72.4%	27.6%	Includes all employees whose standard hourly rate places them above the upper quartile

The figures set out above have been calculated using the standard methodologies used in the Equality Act 2010 (Gender Pay Gap Information) Regulations 2017.

What are the underlying causes of Creed Foodservice's gender pay gap?

Under the law, men and women must receive equal pay for:

- the same or broadly similar work;
- work rated as equivalent under a job evaluation scheme; or
- work of equal value.

Creed Foodservice is committed to the principle of equal opportunities and equal treatment for all employees, regardless of sex, race, religion or belief, age, marriage or civil partnership, pregnancy/maternity, sexual orientation, gender reassignment or disability. It has a clear policy of paying employees equally for the same or equivalent work, regardless of their sex (or any other characteristic set out above). As such, it:

- carries out pay and benefits audits at regular intervals;
- evaluates job roles and pay grades as necessary to ensure a fair structure.

Creed Foodservice is therefore confident that its gender pay gap does not stem from paying men and women differently for the same or equivalent work. Rather its gender pay gap is the result of the roles in which men and women work within the organisation and the salaries that these roles attract.

Across the UK economy as a whole, men are more likely than women to be in senior roles (especially very senior roles at the top of organisations), while women are more likely than men to be in front-line roles at the lower end of the organisation. In addition, men are more likely to be in technical and IT-related roles, which attract higher rates of pay than other roles at similar levels of seniority. Women are also more likely than men to have had breaks from work that have affected their career progression, for example to bring up children. They are also more likely to work part time, and many of the jobs that are available across the UK on a part-time basis are relatively low paid.

This pattern from the UK economy as a whole is reflected in the make-up of Creed Foodservice's workforce, where the majority of line manager and senior manager roles are held by men.

This can be seen above in the table depicting pay quartiles by gender. This shows Creed Foodservice's workforce divided into four equal-sized groups based on hourly pay rates, with Band A including the lowest-paid 25% of employees (the lower quartile) and Band D covering the highest-paid 25% (the upper quartile). In order for there to be no gender pay gap, there would need to be an equal ratio of men to women in each Band. However, within Creed Foodservice, 40.2% of the employees in Band A are women and 59.8% men. The percentage of male employees varies throughout the remaining Bands, from 82.8% in Band B, 88.5% in Band C and 72.4% in Band D.

How does Creed Foodservice's gender pay gap compare with that of other organisations?

The mean gender pay gap for the whole economy (according to the October 2017 Office for National Statistics (ONS) Annual Survey of Hours and Earnings (ASHE) figures) is 17.4%, while in the retail and wholesale sector it is 18.9%. At 2.3%, Creed Foodservice's mean gender pay gap is, therefore, significantly lower than both that for the whole economy and that for our sector.

The median gender pay gap for the whole economy (according to the October 2017 ONS ASHE figures) is 18.4%, while in the retail and wholesale sector it is 17.9%. At 8%, Creed Foodservice's median gender pay gap is, therefore, significantly lower than both that for the whole economy and that for our sector.

Comparison with other organisations

	Creed Foodservice	2017 ONS ASHE whole sector	2017 ONS ASHE retail and wholesale sector
Mean gender pay gap	2.3%	17.4%	18.9%
Median gender pay gap	8%	18.4%	17.9%

The mean gender bonus gap and the median gender bonus gap for Creed Foodservice are favourable to our female employees at -16% and -12.8%.

The proportion of men at Creed Foodservice who received a bonus in the 12 months up to 5 April 2017 was 74.2%, while for women this was 59.5%. This reflects the higher proportion of men in the roles that attract a performance bonus.

What is Creed Foodservice doing to address its gender pay gap?

While Creed Foodservice's gender pay gap compares favourably with that of organisations both across the whole UK economy and within the retail and wholesale sector, this is not a subject about which Creed Foodservice is complacent, and it is committed to doing everything that it can to reduce the gap. However, Creed Foodservice also recognises that its scope to act is limited in some areas - it has, for example, no direct control over the subjects that individuals choose to study or the career choices that they make.

To date, the steps that Creed Foodservice has taken to promote gender diversity in all areas of its workforce include the following:

- **Revising the flexible working policy;** Creed Foodservice's flexible working policy was substantially revised to make it clear that employees in all areas and levels of the organisation will be considered for flexible working regardless of their role and level of seniority, and that flexible working need not be limited to part-time working.

None of these initiatives will, of itself, remove the gender pay gap - and it may be several years before some have any impact at all. In the meantime, Creed Foodservice is committed to reporting on an annual basis on what it is doing to reduce the gender pay gap and the progress that it is making.

In the coming year, Creed Foodservice is also committed to:

- reviewing its policy on pay and bonus payments;
- identifying any barriers to gender equality and inform priorities for action,
 - the proportions of men and women applying for jobs and being recruited;
 - the proportions of men and women applying for and obtaining promotions;
 - the proportions of men and women leaving the organisation and their reasons for leaving;
 - the numbers of men and women in each role and pay band;

Any further initiatives launched throughout the year will be shared through our established internal communication channels.

I, Philip de Ternant, Managing Director, confirm that the information in this statement is accurate.

Signed:



Date:

28/03/18.