

## BFS Group Gender Pay Gap Report

BFS Group is committed to equal opportunities across the work force. Fair pay and terms are key to all our employment practices, as is equal treatment regardless of gender.

To comply with the Equality Act 2010 (Gender Pay Gap Information) Regulations 2017, we have identified the differences in male and female pay across our workforce regardless of job role. The exact and accurate analysis done follows the requirements of the Regulations and so we have calculated:

- the mean gender pay gap
- the median gender pay gap
- the mean bonus gender pay gap
- the median bonus gender pay gap
- the proportion of males and females receiving a bonus payment
- the proportion of males and females in each quartile band.

We have done this across our two legal entities, as required, incorporating Bidfood employees and Bidvest Logistics employees

### Our results

These results represent the workforce pay and bonuses from April 2016 to April 2017.

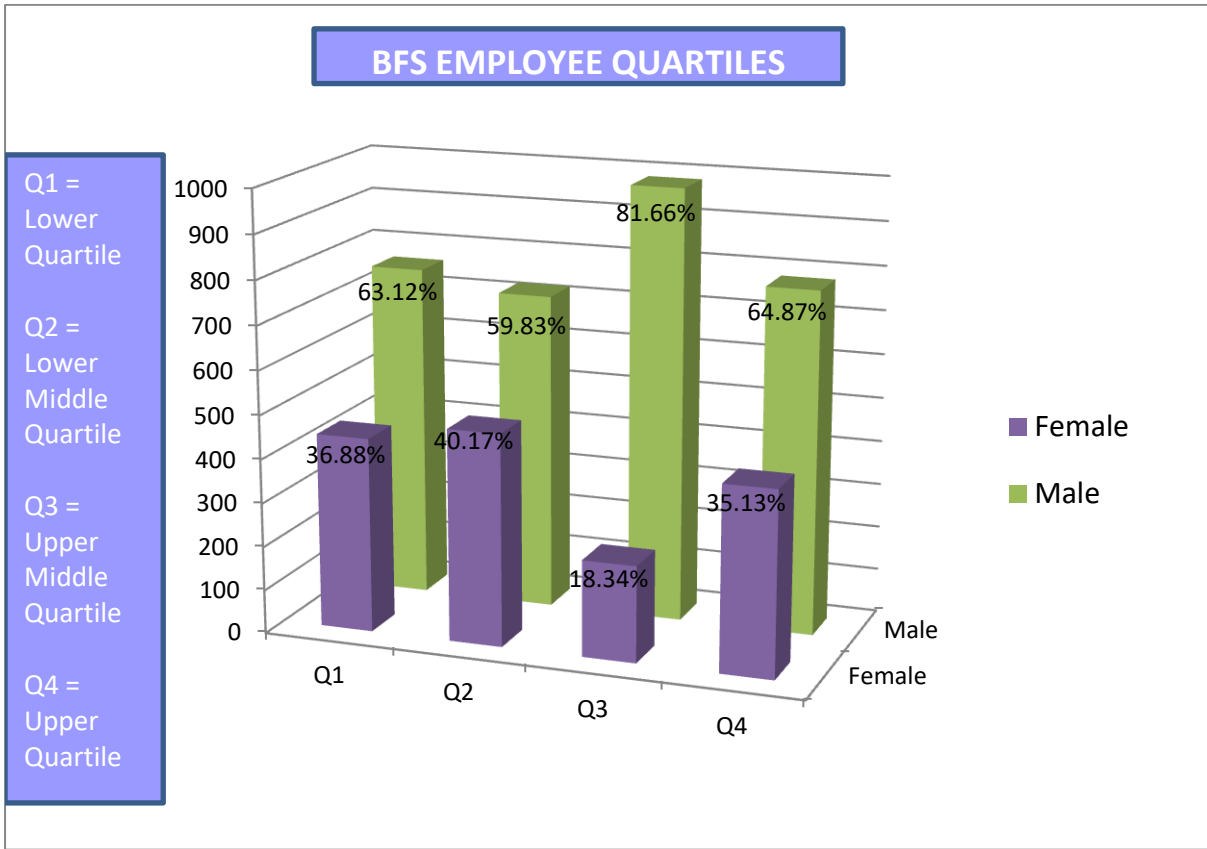
Reporting area	BFS Group
Pay – mean	-2.7%
Pay – median	1.8%
Bonus – mean	2.5%
Bonus - median	-18.4%
Proportion with bonus	33.5% male 56.7% female

We have results that favour female employees (where a negative result is shown) therefore mean pay is higher for females than males.

There is a small mean bonus gap in BFS Group in favour of males, although the median bonus gap favours females. This work group would include those earning sales and telesales commission, as well as middle and senior management roles who would attract performance bonuses. It is worth noting that 43% of the Bidfood Board is female.

As we move our reward strategy forward throughout 2018, we will analyse pay at a lower level to understand any extent of differences in 'like for like' roles.

The following charts illustrate the make- up of the workforces across the quartiles defined by the Regulations:



**Heather Angus**

**HR Director**