

# GENDER PAY REPORT: APRIL 18





# A LITTLE BIT OF BACKGROUND

- Sodexo BRS is pleased to publish its **2nd annual gender pay report** in line with UK Government regulations.
- Sodexo BRS continues to work hard on **building an inclusive workplace** where everyone can flourish.
- Both globally and in the UK **Sodexo promotes visible role models in senior positions** sharing their career paths with the next generation of leaders, supported through learning and development programmes.
- When it comes to Executive and senior leadership roles, during the period following this report, we've seen a shift in the profile of senior leaders from predominantly male to a more balanced split between male and female leaders.
- Sodexo BRS remains committed to improving quality of life and we remain focused **on supporting the attainment of gender equality** in the way we work.



# GENDER PAY GAP

- The **MEAN** is calculated by adding together all the male full pay equivalent employees' hourly rates of pay and dividing it by the number of male full pay relevant employees.
- The **MEDIAN** is calculated by identifying the middle hourly rate for both male and female full pay relevant employees.

**31.1%**

The **mean** gender pay gap

**35.6%**

The **median** gender pay gap

# GENDER PAY GAP

	Gender pay gap		
	Male average rate	Female average rate	Pay gap
Mean Gender Pay Gap	£23.80	£16.41	31.1%
Median Gender Pay Gap	£21.44	£13.81	35.6%

The **Pay Quartiles** are the proportion of males and females when divided into four groups ordered from lowest to highest pay.

Pay Quartiles			
Lower quartile F/M	Lower mid quartile F/M	Upper mid quartile F/M	Upper quartile F/M
75% / 25%	82% / 18%	61% / 39%	40% / 60%

# GENDER BONUS GAP

- The **MEAN** is calculated by adding together all the male full pay equivalent employees' hourly rates of pay and dividing it by the number of male full pay relevant employees.
- The **MEDIAN** is calculated by identifying the middle hourly rate for both male and female full pay relevant employees.

**58.4%**

The **mean** gender bonus gap

**32.4%**

The **median** gender bonus gap

# GENDER BONUS GAP

	Gender bonus gap		
	Male average bonus	Female average bonus	Pay gap
Mean Gender Bonus Gap	£4677.86	£1946.60	58.4%
Median Gender Bonus Gap	£1622.98	£1096.70	32.4%

The **% receiving a bonus** is the proportion of males and females that received a bonus in the relevant 12 month period.

	% receiving a bonus		
	Headcount	Received bonus	%
Male	126	99	78.6%
Female	229	173	75.5%



# WHAT IS OUR PAY DATA TELLING US?

The data illustrates that the **pay gap** in favour of males is driven by the distribution of the pay quartiles:

- 75% of the lower quartile is made up of women
- 60% of the upper quartile is made up of men

The above is particularly true in the most senior employees in the organisation. Of the highest paid 20 employees:

- 16 are male (80%)
- 4 are female (20%)



# WHAT IS OUR BONUS DATA TELLING US?

The **bonus gap** is driven by two factors :-

- Proportionally more males receive a bonus: 78.6% vs 75.5% of females
- Of the males, the mean average payment is higher: £4678 for men vs £1947 for women

The smaller median bonus gap is due to the volume of vouchers awarded, vs the larger mean gap driven by the senior male recipients of bonus payments.

Both the Pay and Bonus gaps are due to a higher proportion of males in senior roles than women.





# WHAT ARE WE DOING ABOUT IT?

1. Sodexo is committed to further **understanding the sources of the identified differences** through a planned programme of employee engagement which is already in progress exploring career development and progression; and leadership development.
2. Sodexo BRS will **continue to promote it's already well-established coaching and mentoring programme** taking account of how this could support the progression of a greater proportion of females into more senior roles.
3. Existing Recruitment practices will be further enhanced as we **continue to ensure that interest is welcomed from candidates from diverse backgrounds** - we celebrate diversity and are committed to creating an inclusive environment for the benefit of our employees, our products, and our community.
4. These programmes which are already underway will help us **understand the key issues involved in the progression of female colleagues into more senior roles** over time and assist with the development of a more detailed action plan to address the issues identified.

