



GENDER PAY REPORT – PUBLISHED APRIL 2018

This report relates to Grocontinental's employment figures as at April 2017. Our total headcount was 362 employees.

Gender Profile

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

	No. of employees
Men	306
Women	56
Total no. of employees	362

Company Roles

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

Business area	% of employees
Warehouse & Maintenance	46.1%
Drivers	27.6%
Administration & Management	26.3%

Pay Quartiles

Table below shows the proportion of male and female employees across the company by Quartile Pay Bands.

	Lower quartile	Lower middle quartile	Upper middle quartile	Upper quartile
Men	70.2%	89.2%	91.7%	84.3%
Women	29.8%	10.8%	8.3%	15.7%

Pay and Bonus Difference

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 2017.

	Mean	Median
Hourly pay	11.8%	8.6%
Bonus	28.0%	0.0%

Proportion of employees receiving a bonus

	%
Men	94.6%
Women	82.1%

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Pay and Bonus Difference Narrative

Analysis of the gender pay gap shows that it is largely driven by two key factors, the first one 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 difference in the bonus gap is due to the fact that our main employee bonus payment was made in late December 2016 and between this date and the snapshot date of 5th April 2017, new employees by proportion were predominately women. In addition, 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. These two factors account for the difference of 12.5%.

Statement of Accuracy

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



Linda Grocott
Managing Director

April 2018