

Pilgrim Foodservice Ltd

Gender Pay Gap Reporting

We have had an exciting year at Pilgrim Foodservice and this year (2019) we celebrate our 40th birthday. This report on behalf of Pilgrim Foodservice Limited provides an overview of our company's gender pay gap analysis. We ensure our teams are provided with the opportunity to progress and develop as we recognise that our people, our diversity and progressive initiatives are at the centre of our success. Our business offers a diverse range of job roles, the majority are in our operational areas and we are committed to providing an environment that promotes mutual respect and integrity in our day to day activities. To attract and retain our talent the recruitment process safeguards against gender bias in our screening and ensures gender is not a factor in our decisions. This is our first report on Gender Pay and we are committed to delivering the best for our teams and following feedback received via our recent engagement survey we will continue to push forward with improvements for all.

Pay and bonus gap

Hourly Fixed Pay Difference

-7.2% mean

2.6% median

Bonus paid

42.5% mean

-301.4% median

Proportion paid a bonus



52.9%

Paid a bonus

39.4%



There is opportunity for males and females to earn bonus and the 52.9% is largely reflective of our sales and team of drivers. Women earn £4.01 for every £1 that men earn when comparing median pay bonus. Their median bonus pay is 301.4% higher than men's. Comparing mean bonus pay, women's mean bonus pay is 42.5% lower than men's.

Pay Quartiles



4th Quartile (Upper)

61.7%

38.3%

3rd Quartile (Upper middle)

91.7%

8.3%

2nd Quartile (Lower middle)

74.6%

25.4%

1st Quartile (Lower)

70.0%

30.0%

Whilst we have a higher percentage of male employees within our Company we are committed to a consistent approach to remuneration and our pay gap is comparable with similar businesses. There are opportunities for development which are fair and consistent across the business and we are committed to improve the skills and values of those who represent Pilgrim Foodservice Limited.

We will continue to deliver Management Development Programmes and provide learning and development opportunities for our teams.

Debby Brewin Chartered FCIPD
HR Director