

Gender Pay Gap Report 2020



Our Gender Pay Gap Report 2020

As part of the Sysco family, Sysco Speciality Group is committed to being a fair and equal employer, offering a great experience to everyone who works for us.

We are very pleased with our gender pay gap of 1.1% for the year up to April 2020. This is the midpoint pay between men & women overall in our business. This is comparatively lower than the U.K. national gender pay gap midpoint, which is 15.5%.

We have continued our efforts throughout the last 12 months to support and sustain an inclusive work environment that engages and enables our diverse workforce. With the backing of our parent company Sysco, our Diversity, Equity and Inclusion (DEI) approach continues to gather momentum.

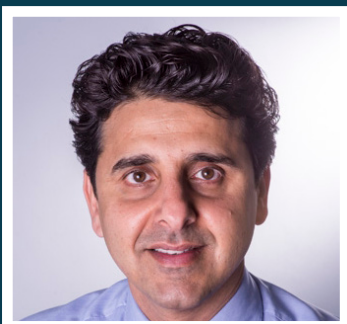
Following the success of events to celebrate and recognise International Women's Day, Sysco Speciality Group has committed to establishing a Women's Community to support and encourage women in the organisation to feel included, inspire them to reach their goals and be advocates in driving 'balance for better' - to make our business a place in which women want to work.

We have embraced flexible working arrangements, specifically within our support functions which has allowed our colleagues the opportunity to work from home and plan their working day around their specific care arrangements. Whilst this was accelerated by the closure of our offices in light of the pandemic, it is an approach which has proved successful and will remain in place for the foreseeable future.

Our efforts to promote and recognise equality, focussing especially on the role of women in our workplace, has seen the engagement score for our female population increase and surpass the overall company average (2021 internal annual survey).

Our fantastic people play a significant role in the success of our business, whilst helping our customers to succeed too. Therefore, it is so important that we continue to build a culture of inclusiveness across Sysco Speciality Group. We aim to offer a great working environment and opportunities for all our colleagues, helping us continue to build on the great business we have today.

Raj Tugnait
CEO,
Sysco Speciality Group





The Data

In this report, we are sharing our Gender Pay Gap data for the 12 months to April 2020. This includes combined colleague data from across Sysco Speciality Group including Fresh Direct, M&J, Fresh Fayre and Wild Harvest (the data does not include Kff).

The National Gender Pay Gap is 15.5%

Across the UK, average hourly earnings are 15.5% lower for women than men. This is lower than the 2019 gap of 17.4% (median).

Understanding the difference between Gender Pay Gap and Equal Pay

The Gender Pay Gap looks at the difference in the average pay between all men and women in an organisation and describes this difference in a single percentage number. The average will include pay across all levels & roles. This aims to get organisations thinking about their culture, their rewards, recruitment and progression approaches in particular, to ensure they are 'gender neutral'.

It is different to Equal Pay which looks at the differences between men and women who carry out the same jobs, similar work or work of equal value.

Sysco Speciality Group Gender Pay Gap Data

Includes colleagues from Fresh Direct, M&J Seafood, Fresh Fayre and Wild Harvest
(Data shown for 12 months to April 2020)

(Mean = The sum of the values divided by the number of values)

(Median = The middle value in the list of numbers)

Gender Pay Gap

MEAN

1.7% (vs -1.31% in 2019)

MEDIAN

1.1% (vs 0.10% in 2019)

Overall headcount split by gender.



71%

29%

Gender Bonus Gap

MEAN

46.0% (vs 38.66% in 2019)

MEDIAN

0% (vs 1.82% in 2019)

Proportion of men and women who received bonus pay in the last 12 months.



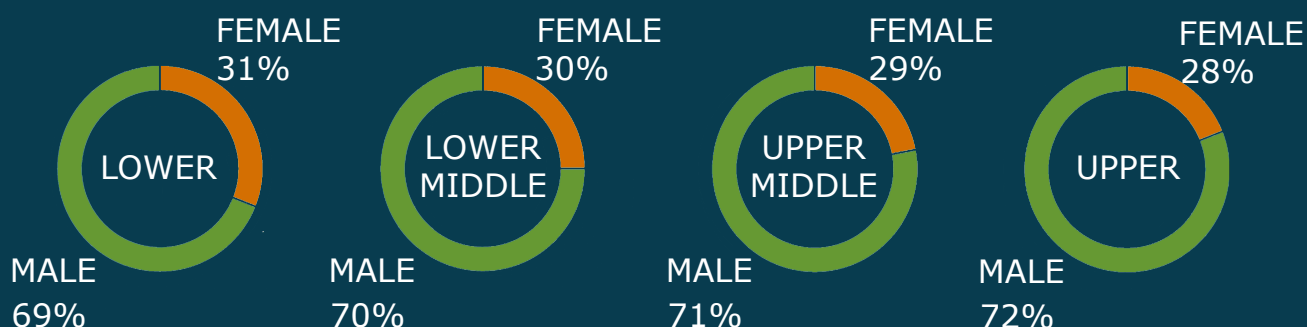
41.3%

38.7%

Pay Quartiles

Proportion of men and women in each pay quartile

(Four equally divided bands of pay from lowest to highest).



Sysco | Speciality Group

freshdirect™

m&J

FRESH FAYRE
— Est. 1983 —

wild harvest

kff

The Sysco Speciality Group consists of Fresh Direct (UK) Limited (registered in England No: 03053702) and Kent Frozen Foods Limited (registered in England No: 00723950) both with their registered office at Enterprise House, Eureka Business Park, Ashford Kent TN25 4AG