Bidcorp UK gender pay gap report 2021

Foreword

Welcome to Bidcorp UK's Gender Pay Gap Report for April 2021. Bidcorp UK works within the warehousing and distribution sector where female representation is traditionally low. Against this backdrop, we have implemented a variety of activities in the last 12 months that aim to attract, promote and retain a progressively diverse workforce . Further details are included in our "taking action" section.

We are pleased with the progress shown in the figures so far.

Our legal entities are:
•BFS Group Limited trading as Bidfood
•3663 Transport Limited
•Bidfresh Limited

I can confirm that the information contained in this report is accurate.

Heather Angus
People & Sustainability Director

Bidfood gender pay gap figures 2021

Mean pay gap
-2.21%
Women paid more than men
(Decline)

Median pay gap
-5.33%
Women paid more than men
(Improvement)

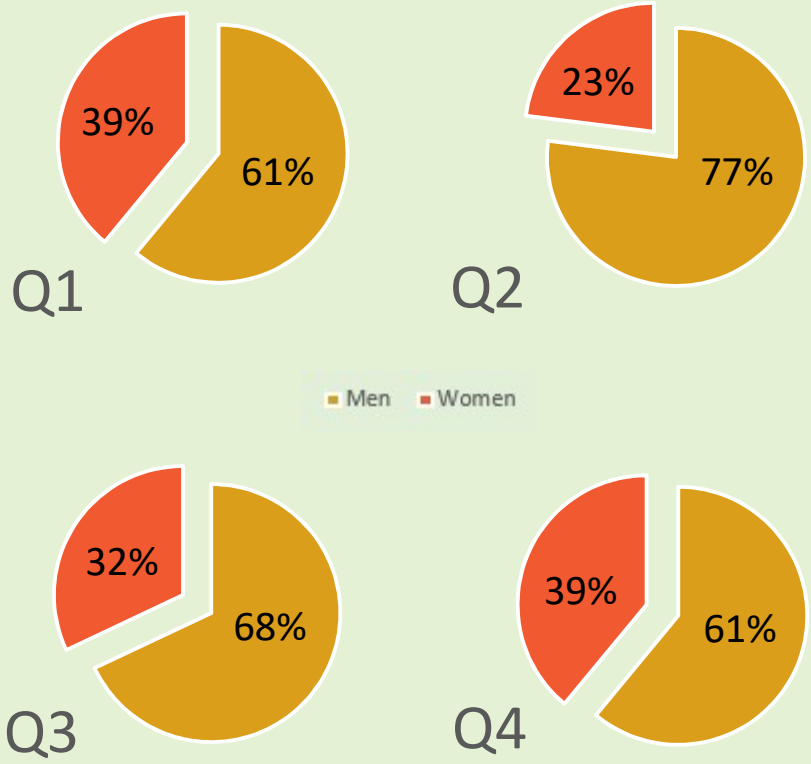
Mean bonus pay gap -22.11%
Women paid more than men
(Improvement)

Median bonus pay gap -15.72%
Women paid more than men
(Decline)

45.24% of men received bonus pay

51.12% of women received bonus pay

Proportion of men and women in each quartile



We have arranged our employees in order of lowest to highest paid worker, then split them into quartiles –the lowest 25%, the next 25% and so on. Each quartile indicates the split of males and females in that group.

Q1 = lower quartile Q2 = lower middle quartile
Q3 = upper middle quartile Q4 = upper quartile

3663 Transport gender pay gap figures 2021

Mean pay gap
-5.83%
Women paid more than men
(Improvement)

Median pay gap
2.79%
Men paid more than women
(Decline)

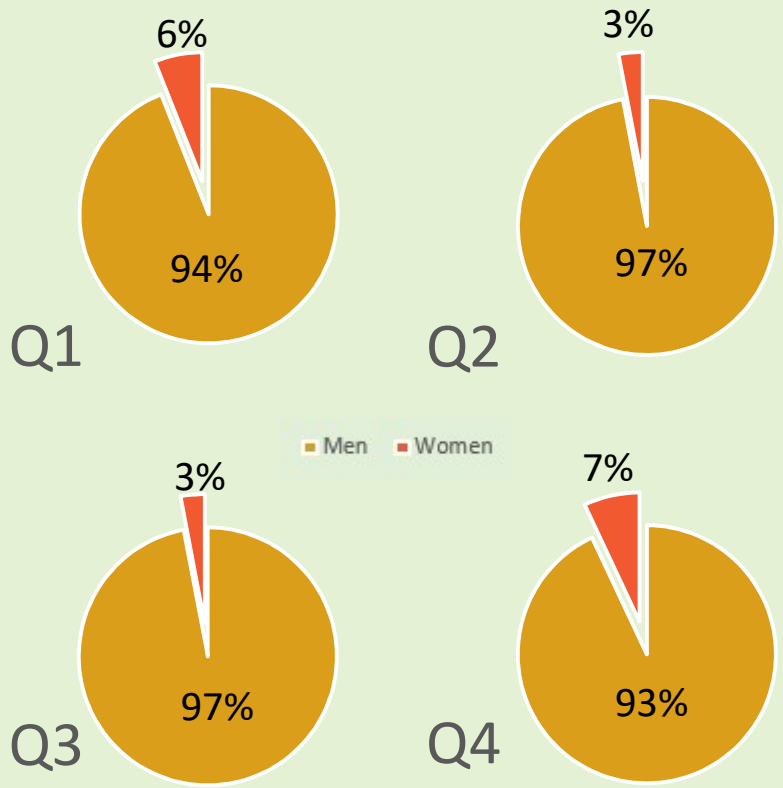
Mean bonus pay gap -11.29%
Women paid more than men
(Improvement)

Median bonus pay gap 55.56%
Men paid more than women
(Decline)

36.39% of men received bonus pay

23.64% of women received bonus pay

Proportion of men and women in each quartile



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Bidfresh gender pay gap figures 2021

Mean pay gap
8.78%
Men paid more than women
(Decline)

Median pay gap
-16.70%
Women paid more than men
(Improvement)

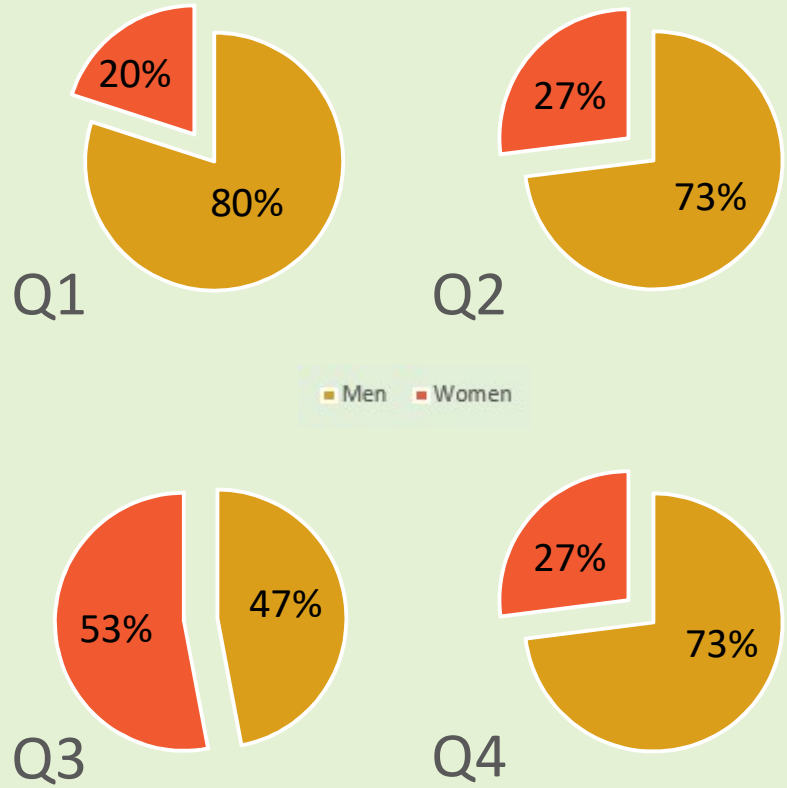
Mean bonus pay gap -42.11%
Women paid more than men
(Improvement)

Median bonus pay gap 74.00%
Men paid more than women
(Decline)

23.97% of men received bonus pay

26.92% of women received bonus pay

Proportion of men and women in each quartile



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Understanding the gender pay gap and taking action to close it

We are committed to gender equality in our business and have taken various actions to support it which include but are not limited to:

- Widening our talent pools to increase diversity by working with a greater breadth of organisations including social enterprises, not for profit organisations and new recruitment agencies to support our recruitment.
- Ensuring we provide opportunities for flexible working to attract and retain our people.
- Centralising the management and co-ordination of our recruitment activities across the UK to ensure quality, consistency and equity in our approach.
- Launching our recent “Day in the Life of a Driver” recruitment video which highlighted female drivers in our workplace, encouraging more to apply in this under represented area.
- Using labour market insights to benchmark our people demographics so that we can identify areas of focus going forwards.
- Ensuring our workplace is inclusive and supporting with activities such as our menopause support group who provide input to strategic project work on the menopause in our health and wellbeing strategy.
- Continuing to be a corporate sponsor of Catalyse Change, a social enterprise that aims to equip girls and young women with the confidence and skills for ‘healthy, happy and green’ communities, careers and planet.
- Developing and launching salary bands and career path progression in our Bidfresh business.

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