

As part of the Sysco family, the Brakes and Fresh Direct businesses are committed to being a fair and equal employer, offering a great experience to everyone who works for us.

Every year, any business in the UK with a headcount of over 250 people is required to report on their gender pay gap. As a reminder, the gender pay gap is an equality measure that shows the difference in average earnings between women and men.

Our median gender pay gap for Fresh Direct Ltd for 2023 is 3.9%, while the mean gap is 7%

The gender pay gap at Fresh Direct is 3.9%, 10.4ppt lower (more positive) than UK national median pay gap of 14.3%.

The gap has increased from last year because we have a greater proportion of women in the Lower Quartile and a lower proportion of women in the Upper and Upper Middle Quartiles (see chart) compared to last year.

Our commitment and focus is to continue to provide a diverse, open and respectful environment for all our colleagues.

Inclusivity is one of our values and it's everyone's responsibility to live and breathe it, as well as taking action.

Together we will continue with our focus on equal treatment for all, building on the good work already in place.

DIFFERENCE IN 'MEAN' HOURLY PAY

7%

This means we paid our female colleagues 7% less than our male colleagues on average. In 2022 this was 5.9%.

DIFFERENCE IN 'MEDIAN' HOURLY PAY

3.9%

The mid-point salary between the lowest and highest paid female colleagues was 3.9% less than the mid-point salary for male colleagues. In 2022 it was 2%

DIFFERENCE IN 'MEAN' BONUSSES PAID

48.9%

This means we paid our male colleagues 48.9% more in bonuses than we paid our female colleagues on average. In 2022 women received 24.3% more in bonuses than men.

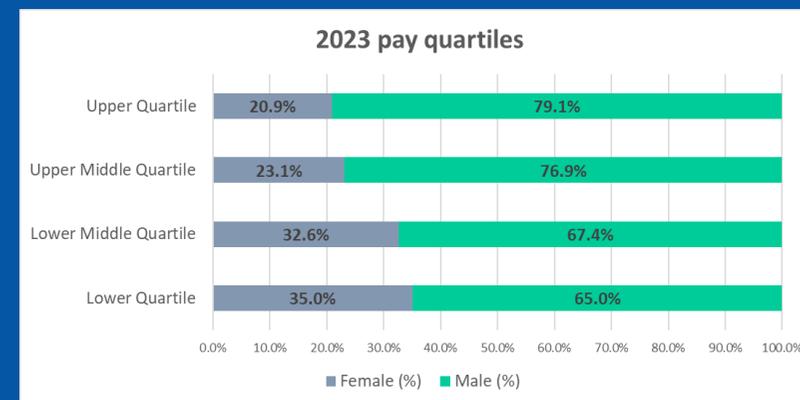
DIFFERENCE IN 'MEDIAN' BONUSSES PAID

96.4%

Men received a higher median bonus payment than women (96.4% higher) in 2023. In 2022, women received 95.8% more in bonus pay than men.

PAY QUARTILES

Pay quartiles are created by ranking all colleagues from highest to lowest paid and ensuring there is an equal number of colleagues in each quartile.



BONUS PAY OUTS

More females than males had the opportunity to earn a bonus.

FEMALE
90%

MALE
82.9%