

Gender Pay Report 2022



The Equality Act 2010 (Gender Pay Gap Information) Regulations 2017 require employers in Great Britain with more than 250 employees to report on their gender pay gaps as at 5 April in each year. The data as at 5 April 2022 is set out below.

In the Bunzl UK and Ireland business area, we are reporting for two business entities: Bunzl Retail & Healthcare Supplies Limited ("BRHS") and Bunzl UK Limited ("BUK"). Since the snapshot date we have sold the BRHS business and reorganised with all retained employees in scope for gender pay reporting now employed by BUK. In 2023 we will report for BUK only.

We are committed to the diversity and inclusion agenda. This includes monitoring and understanding the data we are required to report and we support the government's commitment to address gender pay gaps.

In Bunzl we have been focused on accelerating the diversity, equity and inclusion programmes we established in 2021. The first of these was intended to address a common issue that faces many large organisations, and the underlying reason for our gender pay gap, the underrepresentation of women at a senior level. We committed to encourage more women into leadership roles through focused and targeted activities including giving all high-potential females an internal or external mentor, ensuring that we consider female candidates for senior leadership roles and continuing the rollout of our "Inspiring Women in Bunzl" network.

28% of our senior leadership roles in the UK & Ireland operating companies are now held by women. Our "Inspiring Women in Bunzl" group, which was established in 2019, sets the direction for local diversity and inclusion groups based in every business. The UK senior leadership team undertook training on leading diverse teams in 2022. To ensure recruitment processes operate with an awareness of potential biases all hiring managers receive unconscious bias training.

Since 2020 we have analysed our employee survey results every year through the lens of gender in order to better understand how the employment experience differs for men and women. In addition to gathering feedback anonymously via the survey there is an opportunity for a number of women to take part in listening sessions with the Chief Executive Officer and Group HR Director to share thoughts and ideas directly.

This report sets out the Gender Pay Gap Reporting requirements as at 5 April 2022 for our two UK legal entities.

The overall trend for the mean gender pay gap in both legal entities is one of a decrease since reporting commenced. Between 2021 and 2022 there has been a small increase due to our warehouse and driver population receiving pay increases in response to the highly competitive recruitment landscape in the supply chain and logistics industry. This population is comprised of more men than women.

The mean gender bonus gap in BRHS is negative, in favour of women, and has been since 2019. This is due to a greater proportion of the most senior leadership positions being held by women. In BUK the mean gender bonus gap has increased since 2020 because the businesses performed better in 2021 and 2022 compared to 2020 and there are more men in senior leadership positions.

The percentage of men and women receiving a bonus in both entities remains consistent and the proportion increases or decreases for both genders depending on performance metrics that result in bonuses being paid.

The proportion of males and females in each quartile remain consistent with previous years reporting. For example most roles in the first quartile are driver and warehouse and held predominately by men. In the quartiles above quartile one, there are more roles held by women and these include the sales and customer service positions. These roles are better paid than the warehouse and driver roles and attract a larger proportion of performance related pay. As stated above, our current focus is on improving the proportion of women in quartile three and four holding managerial and leadership roles.

I am pleased to confirm that this data is accurate and in line with mandatory requirements.

Andrew Tedbury
Managing Director, Bunzl UK & Ireland

Difference between men and women

| | BRHS | | BUK | |
|----------------------|----------------|--------------------|----------------|--------------------|
| | Mean (average) | Median (mid-point) | Mean (average) | Median (mid-point) |
| Gender pay gap | -2.09% | -8.31% | 13.48% | -1.46% |
| Gender bonus pay gap | -16.11% | -33.33% | 64.21% | -4.35% |

| Proportion of employees receiving a bonus payment | Men | Women | Men | Women |
|---|-----|--------|--------|--------|
| | | 70.09% | 69.27% | 60.73% |

| Proportion of males and females in each pay quartile | Upper pay quartile | | Lower pay quartile | |
|--|--------------------|-------|--------------------|-------|
| | Men | Women | Men | Women |
| Q4 | 56.8% | 43.2% | 73.1% | 26.9% |
| Q3 | 61.3% | 38.7% | 63.6% | 36.4% |
| Q2 | 67.7% | 32.3% | 70.2% | 29.8% |
| Q1 | 71.5% | 28.5% | 70.1% | 29.9% |