

GENDER PAY GAP

2024 REPORT

OUR RESULTS As of April 2024

As part of the Sysco family, the Brakes, Fresh Direct and Kff 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 2024 is 3.7%, while the mean gap is 7.1%

The median gap has reduced from last year when it was 3.9%.

The gender pay gap at Fresh Direct is 3.7%, 9.4ppt lower (more positive) than UK national median pay gap of 13.1%.

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

7.1%

This means we paid our female colleagues 7.1% less than our male colleagues on average. In 2023 this was 7.0%.

DIFFERENCE IN 'MEDIAN' HOURLY PAY

3.7%

The mid-point salary between the lowest and highest paid female colleagues was 3.7% less than the mid-point salary for male colleagues. In 2023 it was 3.9%

DIFFERENCE IN 'MEAN' BONUSSES PAID

35.3%

This means we paid our male colleagues 35.3% more in bonuses than we paid our female colleagues on average. In 2023, men received 48.9% more in bonuses than women.

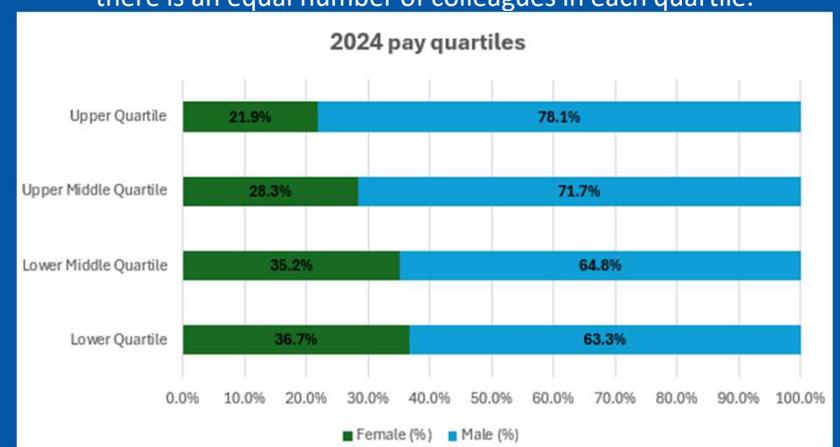
DIFFERENCE IN 'MEDIAN' BONUSSES PAID

0.0%

Men and women received the same bonus payments in 2024. In 2023, men received 96.4% more in bonus pay than women.

PAY QUANTILES

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.

