

Gender Pay Report 2023



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Andrew Tedbury
Managing Director,
Bunzl UK & Ireland

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 2023 is set out below.

In the Bunzl UK and Ireland business area, we are reporting for the Bunzl UK Limited (“BUK”) business entity. Since the 2022 report, we have sold the Bunzl Retail & Healthcare Supplies Limited (“BRHS”) business with approximately 600 of these staff now being employed by BUK.

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 believe that building and investing in a diverse and inclusive workplace is fundamental to our success. We remain committed to encouraging 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 work of our “Inspiring Women in Bunzl” network.

Our “Inspiring Women in Bunzl” group established in 2019 now enters its fifth year. Having reached a number of its initial goals, including awareness and accountability at a senior leadership level, IWIB now provides thought leadership to all companies throughout the business, supporting the delivery of diversity and inclusion goals as well as the overall People Strategy. 30% of our senior leadership roles in the UK & Ireland operating companies are now held by women which demonstrates that the initiative is making a difference, as the benefits of more balanced leadership teams are embraced.

This report sets out the Gender Pay Gap Reporting requirements as at 5 April 2023 for our Bunzl UK Limited (“BUK”) legal entity.

The mean gender pay gap has moved in favour of women since 2022. This is due to an increase in the proportion of women in the fourth pay quartile, meaning that more women hold senior leadership positions when compared with 2022.

The mean gender bonus pay gap has widened since 2022 and is still indicative of the fact that there are more men in the third and fourth pay quartiles and holding senior leadership positions than women.

The percentage of men and women receiving a bonus is directly comparable and the expectation is that year on year, the proportion increases or decreases for both genders depending on the achievement (or otherwise) of performance metrics that result in bonuses being paid.

The proportion of males and females in each quartile remain broadly consistent with previous years reporting for BUK. For example, most roles in the first quartile are driver and warehouse positions and held predominately by men. In the quartiles above there are more roles held by women and these include the sales and customer service positions. These roles are more highly paid than the warehouse and driver roles and attract a larger proportion of performance-related pay. We report an increase from 2022 in the proportion of women in the upper pay quartile and we continue to focus on increasing the proportion of women 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

Gender Pay Report 2023 continued



Difference between men and women – Bunzl UK Limited

Gender pay gap	
Mean (average)	Median (mid-point)
-8.2%	-1.9%
Gender bonus pay gap	
Mean (average)	Median (mid-point)
22.5%	3.5%
Proportion of employees receiving a bonus	
Men	Women
89.7%	89.2%

Proportion of males and females in each pay quartile		
Upper pay quartile	Men	Women
Q4	68.8%	31.2%
Q3	63.8%	36.2%
Q2	69.0%	31.0%
Q1	68.7%	31.3%
Lower pay quartile		