

GENDER PAY REPORT 2024



DALE STOKES
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.

In the Bunzl UK and Ireland business area, we are reporting for two business entities: Bunzl UK Limited (“BUK”) and Workwear Express Limited (“WWE”). This report sets out the Gender Pay Gap Reporting requirements for both.

We remain 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, Diversity, Equity, Inclusion and Belonging (‘DEIB’) are essential pillars of the success and sustainability of our business. We remain committed to embracing diverse perspectives in our decision making, continuing to encourage more women into leadership roles through focused and targeted activities (including, for example, 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 sixth 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. 32% 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.

The mean gender pay gap in BUK shows a small difference in favour of men. The mean gender bonus pay gap has decreased since 2023 but 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 mean gender pay gap in WWE shows a small difference in favour of women. The mean gender bonus pay gap shows a significant difference in favour of women, which is indicative of the fact that there is almost an equal split of men and women in the upper two quartiles which contain the higher paid and senior leadership positions – several of which are held by women.

In BUK the percentage of men and women receiving a bonus remains broadly comparable, with the gap widening in favour of women since 2023. In WWE the percentage of men and women receiving a bonus is directly comparable. For both business entities, the expectation is that year on year, the increases or decreases in the percentages of both males and females receiving a bonus depends on the achievement (or otherwise) of performance metrics that result in bonuses being paid.

The proportion of males and females in each quartile in BUK remain broadly consistent with the previous years’ reporting for BUK. 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. For a second consecutive year, we report a year-on-year increase 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. In WWE, the proportion of males and females in every quartile is broadly consistent for WWE. There are more roles in the first two quartiles held by women, and these include the machine operation roles. In the third quartile, there is an even split of males and females and these include sales and customer service positions. These roles are more highly paid than the lower quartile roles and attract a larger proportion of performance-related pay. In the upper quartile, there is a broadly consistent split of males and females holding the senior leadership positions.

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

Dale Stokes
Managing Director,
Bunzl UK & Ireland

DIFFERENCE BETWEEN MEN AND WOMEN

BUNZL UK LIMITED

GENDER PAY GAP

Mean (average)

2.95%

Median (mid-point)

-3.94%

GENDER BONUS PAY GAP

Mean (average)

13.05%

Median (mid-point)

-18.65%

PROPORTION OF EMPLOYEES RECEIVING A BONUS PAYMENT



PROPORTION OF MALES AND FEMALES IN EACH PAY QUARTILE

Upper pay quartile



67.6%



32.4%

Q4

64.4%



35.6%

Q3

70.3%



29.7%

Q2

70.5%



29.5%

Q1

Lower pay quartile

DIFFERENCE BETWEEN MEN AND WOMEN WORKWEAR EXPRESS LIMITED

GENDER PAY GAP

Mean (average)

-2.50%

Median (mid-point)

-0.99%

GENDER BONUS PAY GAP

Mean (average)

-17.23%

Median (mid-point)

-59.29%

PROPORTION OF EMPLOYEES RECEIVING A BONUS PAYMENT



PROPORTION OF MALES AND FEMALES IN EACH PAY QUARTILE

Upper pay quartile



Lower pay quartile



50.8%



49.2%

50.0%



50.0%

42.4%



57.6%

46.6%



53.4%