



Pod Food Ltd
Gender Pay Gap Report 2017

Pod gender pay gap report 2017

At pod we hire and nourish a diverse and inclusive workforce.

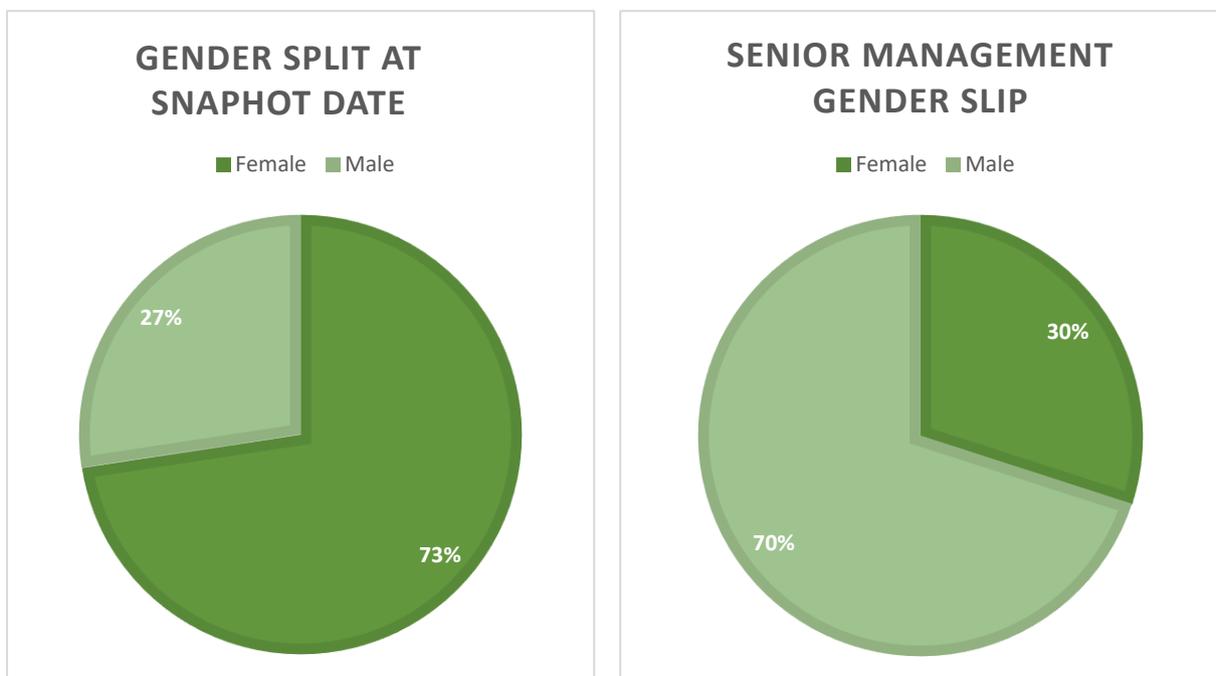
We take pride in promoting and rewarding great performers regardless of their gender or any other characteristic.

What is the gender pay gap?

Gender Pay Gap legislation, under the Equality Act 2010, requires an employer with 250 employees or more to publish their gender pay gap for their employees.

The information below is based on hourly pay rate at the snapshot date of the 5th of April 2017.

There are some preliminary facts to take in account when reading the actual gap data:



The graphs above clearly show a gender bias existing in our company but also how this reverts when we observe the senior management team by itself. It is important though to clarify that jobs at the same level are rewarded with the same pay, regardless of the individual's gender.

77% of our teams works in shops preparing our food and providing great customer service, however this part of the workforce is characterized by a high turnover and lower length of service which implies a high number of the employees sitting on a basic payrate and a lower bonus pay-out.

The findings of this report are driven by the above factors.

Gender Pay Gap

The gender pay gap is formed by taking the calculated hourly rate of all women and the calculated hourly rate of all men in our business at snapshot date, finding the mean and median and then determining the gap between these numbers across genders (a positive % indicates that the average male earns more than the average female).

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|--------------|-------|
| Mean Pay Gap | 22.5% |
|--------------|-------|

| | |
|----------------|------|
| Median Pay Gap | 1.8% |
|----------------|------|

Bonus Gender Pay Gap

The bonus gender pay gap is formed by taking the calculated bonus pay out of all women and the calculated bonus pay out of all men in our business at snapshot date, finding the mean and median and then determining the gap between these numbers across genders (a positive % indicates that the average male is awarded higher bonus than the average female).

Pod operates 3 different bonus schemes: an annual scheme for the head office team, a quarterly scheme for shop management teams and weekly scheme for hourly paid employees.

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|----------------------|-------|
| Female awarded bonus | 89.4% |
|----------------------|-------|

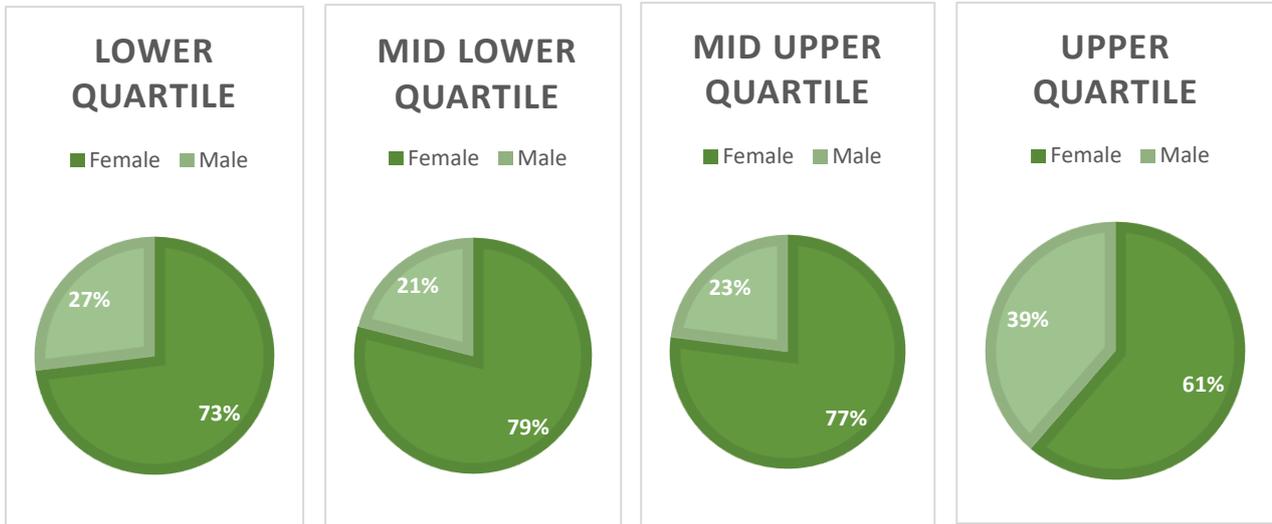
| | |
|--------------------|-------|
| Male awarded bonus | 82.4% |
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| | |
|--------------------|-------|
| Mean Bonus Pay Gap | 21.2% |
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|----------------------|-------|
| Median Bonus Pay Gap | 15.9% |
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Pay quartile

The graphs below illustrate the distribution of men and women into 4 pay band quartiles. We can observe a more even split in the upper quartile which represent the higher paid employees. This element has a high impact on the gaps reported above.



At pod we are committed to recruit the best talents regardless of any gender or characteristic. We enjoy seeing our people progressing and developing within the company and take every opportunity to promote our talent from within. Our commitment is to keep finding the best people and ensuring that our senior management team reflects the diversity of our store teams.

The gender make-up of our team demographic and the nature of our business means that our data isn't necessarily representative of the real situation regarding the pay at pod. We are confident that our male and female employees are paid equally for equivalent roles across our business.

We can confirm that our data has been calculated according to the requirements of the Equality Act 2010.

Alex Young

CEO