



pod Gender Pay Gap Report  
Snapshot date 5<sup>th</sup> April 2018

## Welcome to pod

At pod we take great pride in promoting and rewarding amazing performers regardless of their gender or any other characteristic.

pod is a melting pot of cultures and backgrounds, where people look at each other as an extended family.

## What is the Gender pay gap?

From April 2018 all UK organizations with over 250 employees are required to publish details of their gender pay and bonus gaps.

The Gender pay gap measures the difference in the average pay of men and women across the entire organization regardless of job grades.

Gender pay looks at the entire Employee population on a given day. On snapshot date of the 5<sup>th</sup> of April 2018 pod counted 275 relevant Employees, from our newest Team Members to our Senior Managers/Executives.

More information regarding the definitions and calculations required can be found in the Annex at the end of this report.

## Gender pay gap vs Equal pay

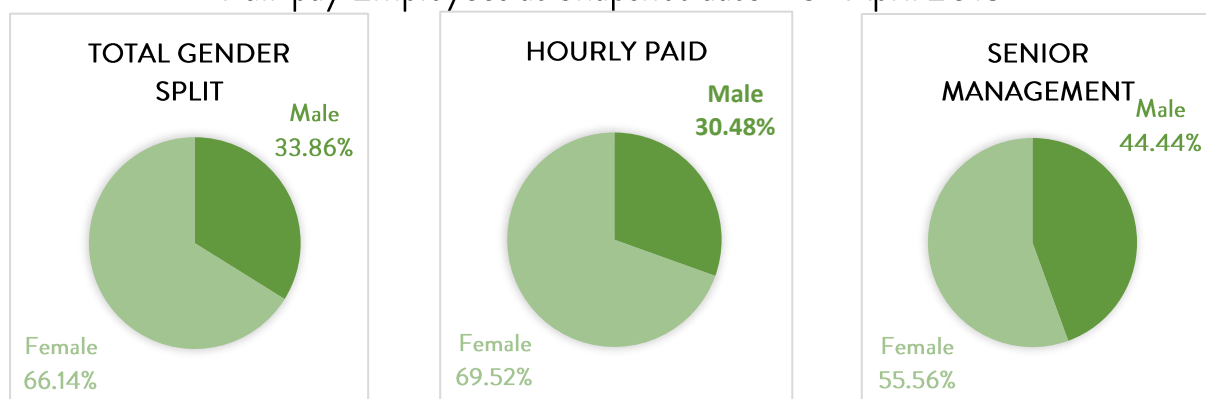
The Gender pay gap is the difference between what men typically earn in an organisation compared to what women earn, irrespective of their role or seniority. In contrast to Equal pay, the gender pay gap is a reflexion of the workforce profile rather than an unequal reward for men and women doing the same job.

## Gender pay gap report 2018 – overview

There is some additional information to take in account when reading this report an overview of which is provided in this paragraph.

In pod the gap is driven by the different split of men and women across different roles.

### Full-pay Employees at Snapshot date – 5<sup>th</sup> April 2018



The Gender full-pay Employees split at the snapshot date has improved within the whole company compared to the previous year. Particular attention should be paid to the split within the Senior Management Team, where the female’s presence has almost doubled.

74.50% of our full-pay employees are hourly paid Team Members who works in the shops preparing our food and providing great customer service, however this part of the workforce is characterized by high turnover and lower length of service which implies a high number of employees sitting on a basic payrate and lower bonus pay-out.

It is important to clarify that jobs at the same level are rewarded with same pay, regardless of individual’s gender.

### Gender pay gap

	5 <sup>th</sup> April 2018	5 <sup>th</sup> April 2017
<b>Mean</b>	14.22%	22.50%
<b>Median</b>	0.00%	1.80%

### Bonus pay gap

pod offers different Bonus Schemes and Rewards – employees become eligible after a successful initial training period:

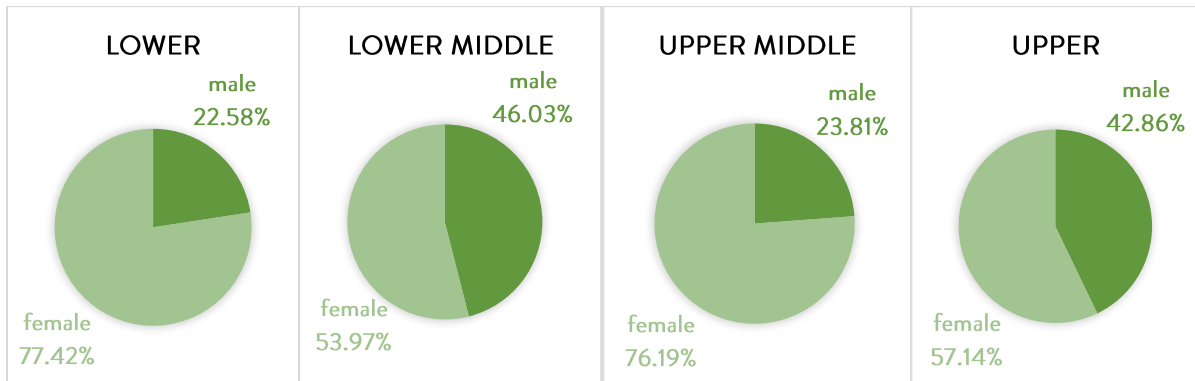
- Annual Scheme for Head Office Team
- Quarterly Scheme for Shop Management Team
- Weekly Scheme for hourly paid Employees
- Outstanding Cards Scheme for Shop Team
- Quarterly Rewards Scheme for Shop Management Team
- Refer a Friend Scheme for all Employees

	5 <sup>th</sup> April 2018	5 <sup>th</sup> April 2017
<b>Mean</b>	29.21%	21.20%
<b>Median</b>	7.03%	15.90%
<b>Female Awarded</b>	89.44%	89.40%
<b>Male Awarded</b>	73.68%	82.40%

## Pay Quartiles

Here has been calculated the proportion of male and female full-pay Employees according to four quartiles pay bands, which is done by listing all the employees payrates and dividing those into four equal parts.

Compared to last year the male level of the Lower Middle quartile has increase while the female percentage has increase in the Upper quartile which contributes to the reduction of the pay gap.



## Our Commitment

We are proud of the improvements achieved so far, however we recognize that we still have a way to go to get rid of the gap.

Every day we challenge the business to have the right conversations to create meaningful plans that make a difference to the working lives of our people.

We take great pride in offering opportunities to help people get into work irrespective of gender or any other characteristics. We offer a variety of working patterns/shifts to encourage all people into work.

We aim to develop our people and grow talents from within, we are committed to making suitable vacancies available to both internal and external applicants at every given opportunity.

We look forward to continually measuring our gender pay in years to come to understand what is working (and what is not) and to identify further need for change.

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 Equality Act 2010.

## Annex

### **\*1 - Relevant vs Full-pay Employees**

All the Employees employed on the snapshot date are considered relevant Employees however only full-pay Employees are included into the pay gap calculation. Full-pay Employee is an individual who was not on any kind of leave and being paid their full usual amount in the pay period. Pay gap and Quartile calculations are based on full-pay Employees, Bonus gap calculation is based on relevant Employees.

### **\*2 - Calculations required**

In accordance with the requirements, Pod has published six calculations showing our:

- Mean Gender pay gap
- Median Gender pay gap
- Mean Gender bonus gap
- Median Gender bonus gap
- proportion of men receiving a bonus payment and proportion of women receiving a bonus payment
- proportion of men and women when divided into four quartiles ordered from lowest to highest pay

### **\*3 - Mean and Median Gender pay gap**

The calculations make use of two types of averages:

- Mean average involves adding up all the numbers and dividing the result by how many numbers were in the list
- Median average involves listing all the numbers in numerical order. If there is an odd number of results, the median average is the middle number. If there is an even number of results, the median will be the mean average of the two central numbers.

Possible results:

- Positive percentage figure reveals that female employees have lower pay/bonus than male employees
- Negative percentage figure reveals that male employees have lower pay/bonus than female employees
- Zero percentage figure would reveal no gap between the pay/bonus of male and female employees