

Gender Pay Gap Reporting 2019

Matthen Clark BIBENDUM



Introduction

Matthew Clark and Bibendum are two of the UK's largest independent drinks wholesalers to the hospitality industry.

Combined, both businesses serve over 24,000 outlets from national prestige hotel chains to independent pubs, clubs and restaurants. The two businesses have unrivalled scale and reach into the UK on-trade, delivering value, range, insight and expertise for customers. Matthew Clark offers over 7,000 wines, beers and spirits to on-trade customers, with Bibendum offering some 4,500 wines, with particular strength in family owned, artisanal wines.

At Matthew Clark and Bibendum we are committed to equality and building a culture around inclusion and fairness. We recognise the importance of monitoring the gender pay gap and while this is something we are required to do by law, we are also taking steps to understand the factors that contribute to any differences as this is how we will continue our progress in the areas of diversity, equality and inclusion.



Understanding gender pay gap

What is the gender pay gap?

Gender Pay Gap is the difference between the average pay men and women earn – regardless of their role – across an entire organisation, sector, industry or the economy. The gender pay gap is primarily influenced by the amount of men and women working in the organisation and the seniority at which they work – for example, in the UK men are more likely to be in senior roles than women.

The Gender Pay Gap isn't the same as equal pay. Equal pay refers to male and female employees receiving equal pay for doing the same or similar jobs, which has been a legal requirement in the UK since 1970.

What do we report on?

We are required to report on six measures:

- Mean Gender Pay Gap
- Median Gender Pay Gap
- Mean Bonus Gap
- Median Gender Bonus Gap
- Proportion of Men & Women receiving bonus
- Proportion of Men & Women in each pay quartile

What do they all mean?

Mean = Average

The Mean Gender Pay Gap is the difference between the average hourly rate of pay for female colleagues compared with the average hourly rate of pay for male colleagues. The Mean Bonus Gap is the average difference between bonus paid to a female colleague compared with the male colleague.

Median = The Middle

Calculating the median Gender Pay Gap requires finding the colleague who sits in the middle of the entire female workforce in terms of pay and comparing that salary with the male who also sits in the middle of the male workforce in terms of pay.

The median bonus gap is calculated based on the same basis, but considers bonus rather than salary.

Bonus proportions

This is the percentage of females receiving a bonus payment compared with males receiving a bonus payment.

Quartile pay bands

This is the number of females and males that are paid in each pay quartile or bracket. There are four pay quartiles:

- Lower
- Lower Middle
- Upper Middle
- Upper

The quartiles are different for every organisation and are calculated by listing the salary of each colleague from highest to lowest paid. This is then split into four equal brackets (quartiles) and the percentage of females and males in each category is calculated. This is an indication of how many females and male are in junior, middle and senior roles across the business.

Our results 2019

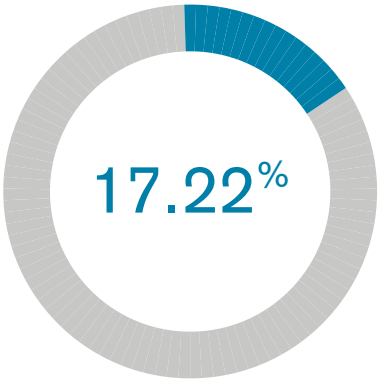
In this report we are our sharing our gender pay gap data for the snapshot date of 5th April 2019. Similar to last year, and in line with the legislative requirement, the numbers below represent data for Matthew Clark Bibendum Ltd.

	Mean (%)	Median (%)
Gender Pay Gap	2.25	-6.52
Gender Bonus Gap	9.35	0

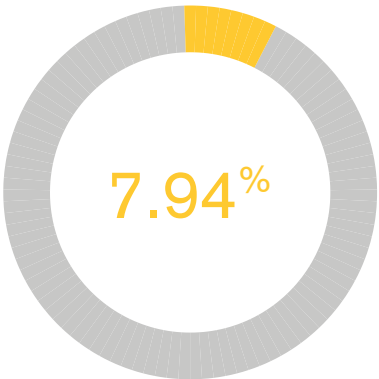
Quartile Pay Bands

	Men	Women
Lower	69.70%	30.30%
Lower Middle	79.06%	20.94%
Upper Middle	71.92%	28.08%
Upper	65.19%	34.81%

Proportion of male and female
Employees receiving a bonus:



Male



Female



Comments

The mean gender pay gap across Matthew Clark Bibendum Ltd is 2.25% which compares favourably to the 2018 ONS figure of 17.1% for the UK. The median gender pay gap is -6.52% which again compares favourably to the 2018 ONS figure of 17.9%.

The median gender bonus gap is 0% which is due to the majority of employees of both genders receiving the same bonus in the large areas of the business where bonus payments were made.

The mean bonus gap is 9.35% which is due to a combination of underlying factors. Broadly bonus payments were made in a small number of areas of the business where roles that attracted payments were predominantly held by senior male employees.

Within the organisation more males than females received a bonus in the year. This is because the areas of the business, such as depot operations, that received a bonus have a higher population of male employees than female employees, consistent with demographics in the industry for this type of work.

Across all the quartile pay ranges we see there are more males than females in each quartile. Due to the nature of our business just under half our employees work in depots where roles are held primarily by male employees, which is typical in our industry.

We are committed to promoting equality, diversity and inclusion as we build a culture where everyone can progress.

This includes ensuring that our colleagues are paid a fair and equitable rate for the work they do regardless of gender or other differences.

Going forward we will continue to focus on areas that improve our gender pay gap including the ongoing use of market data and we continue to strive to demonstrate fairness in comparable roles.

Declaration

I can confirm that our data has been calculated using the standard methodologies used in the Equality Act 2010 (Gender Pay Gap Information) Regulations 2017.



Stewart Gilliland
Interim Executive Chairman
C&C Group Plc

