



Gender Pay Gap UK 2018-19

HelloFresh UK



Gender Pay Gap Reporting

All the questions!

Why?

We are an employer required by law to carry out Gender Pay Reporting under the Equality Act 2010 (Gender Pay Gap Information) Regulations 2017

The data being reported is a snapshot of all employees on April 5th 2018

How?

We can use the results of 6 calculations to assess the:

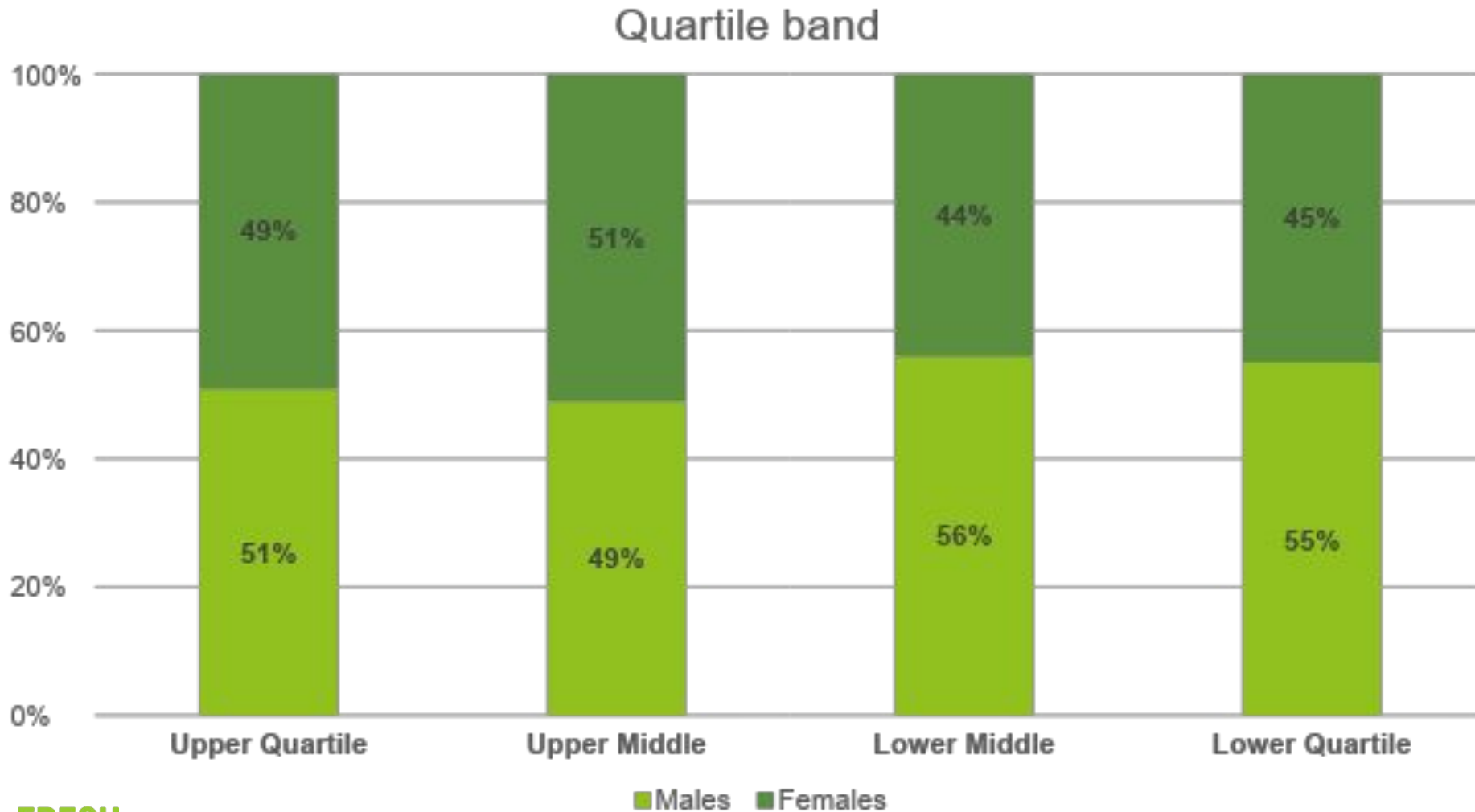
- Levels of gender pay equality in our workplace
- Balance of male and female employees at different levels

Gender Pay Gap (GPG) Metrics

Metric	This means that...
Mean GPG was -12.2%	Women were paid 12.2% more on average than men on this date
Median GPG was -12.1%	The median pay received by women is 12.1% more than men on this date which has remained consistent from last year
Mean bonus GPG was 16%	Women received bonus payments -16% lower on average than men (data relates to all bonuses paid in the 12 months before April 5th 2018)
Median bonus GPG was 35%	The median bonus pay received by women is 35% less than men on this date
Proportion of males receiving a bonus payment: 62%	62% of all males received a bonus (improved from 15% last year)
Proportion of females receiving a bonus payment: 50%	50% of all females received a bonus (improved from 24%)

Gender Pay Gap Metrics

Proportion of males and females in each salary quartile.



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More things

Action speaks louder than words

It's one thing to know, but another to action.

We constantly work on projects to help strive for fairness. Some current projects are, but not limited to:

- Refining recruitment practices and processes
- Improving Performance Reviews and Feedback
- Cultivating Career Pathways
- Offering clear Promotional structure & Internal Job Opportunities e.g. Greenhouse Internal Job Board!
- Focus on Retention Data - should highlight key drivers

Gender Pay Gap Reporting

Moving forward

Continual improvement

This is only the second year of reporting, we are keeping a very close eye on:

- Few historic data issues and sources.
- Understanding and analyzing the data
- Finding and carrying out effective action plans within a reasonable time-frame

Statistics

The Office for National Statistics (ONS) has reported in the year April 2017 to April 2018:

- The gap for full-time workers was 8.6% - down from 9.1% in the previous year
- Overall, women working in the UK are paid on average 17.9% less than men in the UK



Thanks!