

# GENDER PAY GAP REPORT 2017

Greene King is committed to fairness, inclusion and equality.

We are confident that we have appropriate procedures in place to ensure that men and women are paid fairly for the roles that they perform. However we do employ more women in lower paid roles, particularly in customer facing pub based roles, with fewer in management positions and this is reflected in some of the figures.

Greene King employees are employed by one of two companies:

## Greene King Retail Services Limited

GK Retail

This comprises primarily of pub based employees below management level.

## Greene King Services Limited

GK Services

This includes employees in our brewery and distribution centres, most of our pub based management and support services including head office and operational support.

This report provides information for both employing companies and the combined entity.

## PAY & BONUS GAP

	GK Combined		GK Services		GK Retail	
	Median	Mean	Median	Mean	Median	Mean
Gender Pay Gap	0.0%	13.7%	10.0%	16.1%	0.0%	2.7%
Gender Bonus Gap	25.0%	55.5%	29.2%	56.4%	-11.1%	-69.7%

Our mean gender pay gap is minimal in the core part of our business where most people are employed, but higher in GK Services due to the larger number of men in senior management roles.

Our mean gender bonus gap is negative in GK Retail - ie women received higher bonuses than men, though it is worth noting that relatively few employees are eligible for a bonus in this population, while in GK Services the higher number of men in senior management roles meant that the average bonus of men was higher.



**GREENE KING**  
BURY ST EDMUNDS

# PROPORTION OF EMPLOYEES AWARDED A BONUS

## GK Combined



## GK Services



## GK Retail



The above data shows that the proportion of men and women in GK Services and GK Retail are similar - ie the majority of men and women in GK Services get a bonus while few men or women get a bonus in GK Retail. The combined figure shows a significantly higher proportion of men than women receiving a bonus.

## PAY QUARTILES

	GK Combined		GK Services		GK Retail	
	Male	Female	Male	Female	Male	Female
Lower Quartile	42%	58%	55%	45%	41%	59%
Lower Middle Quartile	40%	60%	61%	39%	42%	58%
Upper Middle Quartile	42%	58%	66%	34%	38%	62%
Upper Quartile	65%	35%	74%	26%	55%	45%

The above table shows that we employ more women than men in the first three quartiles of GK Retail and more men than women in every quartile of GK Services.

I confirm that the Gender Pay and Bonus Gap calculations and the data provided for Greene King Retail and Greene King Services are accurate.

**Rooney Anand**

Chief Executive Officer  
March 2018