

As part of the Sysco family, the Brakes, Fresh Direct and Kff businesses are committed to being a fair and equal employer, offering a great experience to everyone who works for us.

Every year, any business in the UK with a headcount of over 250 people is required to report on their gender pay gap. As a reminder, the gender pay gap is an equality measure that shows the difference in average earnings between women and men.

Our median gender pay gap for Kff for 2024 is 2.4%, while the mean gap is -4.2%

The gender pay gap at Kff is 2.4%, 10.7ppt lower (more positive) than UK national median pay gap of 13.1%.

The gap has reduced from last year from 4.8%.

Our commitment and focus is to continue to provide a diverse, open and respectful environment for all our colleagues.

Inclusivity is one of our values and it's everyone's responsibility to live and breathe it, as well as taking action.

Together we will continue with our focus on equal treatment for all, building on the good work already in place.

DIFFERENCE IN 'MEAN' HOURLY PAY

-4.2%

This means we paid our female colleagues 4.2% more than our male colleagues on average. In 2023, female colleagues earned 3.4% higher than male colleagues.

DIFFERENCE IN 'MEDIAN' HOURLY PAY

2.4%

The mid-point salary between the lowest and highest paid female colleagues was 2.4% less than the mid-point salary for male colleagues. In 2023, male colleagues were paid 4.8% higher than female colleagues.

DIFFERENCE IN 'MEAN' BONUSSES PAID

-94.6%

This means we paid our female colleagues 94.6% more in bonuses than we paid our male colleagues on average. In 2023 men received 20.9% more in bonuses than women.

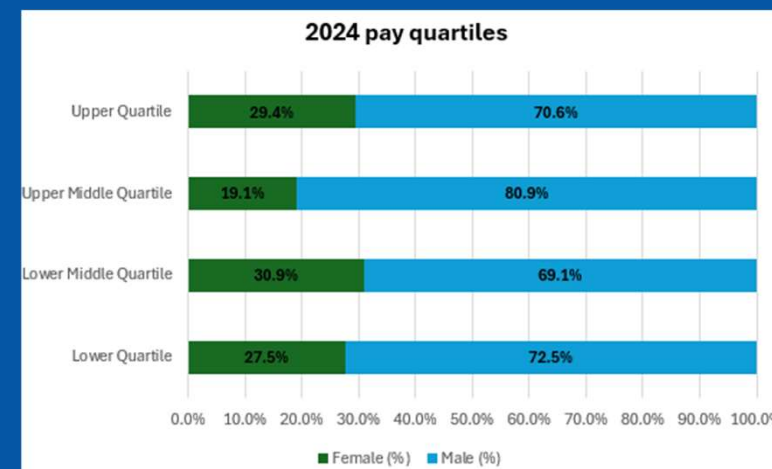
DIFFERENCE IN 'MEDIAN' BONUSSES PAID

0.0%

Men and women received the same median bonus payments in 2024. In 2023, men received 69.4% more in bonus pay than women.

PAY QUANTILES

Pay quartiles are created by ranking all colleagues from highest to lowest paid and ensuring there is an equal number of colleagues in each quartile.



More females than males had the opportunity to earn a bonus.

FEMALE
91.9%

MALE
88.7%