



Staples UK Limited

2017 Gender Pay Gap Report

Our Gender Pay Gap Data

The table shows our reportable mean and median hourly gender pay gap and bonus gap as at the snapshot date of the 5th April 2017 (pay) and in the 12 months reference period to 5 April 2017 (bonus). On the snapshot date, 5th April 2017, we employed 194 women and 162 men.

	Mean	Median
Hourly pay	24.4%	11.2%
Bonus	57.5%	51.4%

Our analysis shows that the gap is largely driven by the fact that there are more men in senior higher paid roles within the business. This is based on a number of factors but includes the fact that we have a number of very senior roles that support our European businesses that are based and paid out of the UK which on relatively small headcount has a significant impact on the overall figures in the UK. If compared to their own European peer groups they work within, both the gender split of roles and pay levels are much more balanced. When we analysed our pay date excluding the senior management level our hourly pay Mean is 11.2% and Median is 4.1%. In addition, in the lower quartile some roles, like our Customer Services Advisors, have a significantly higher proportion of females as they offer roles with greater flexibility.

Through business change and organisational transformation there have already been changes from 5th April 2017 which will affect our future gender pay gap reporting, for example the reduction of Managing Director roles as well as other senior changes which increase our overall ratio of women to men in management positions.

Pay Quartiles	Lower quartile	Lower middle quartile	Upper middle quartile	Top quartile
Men	38.2%	52.6%	36.4%	64.9%
Women	61.8%	47.4%	63.6%	35.1%

The above chart illustrates the gender distribution across Staples UK Ltd in four equal quartiles.

Proportion of employees receiving a bonus:	
Men:	42.6%
Women:	44.8%

When looking at the bonus gap the numbers of women receiving a bonus is inflated by the Customer Services function which is one of the only non-management functions which offers a bonus and where there are a significantly higher proportion of employees that are women.

Taking Action and Next Steps

Staples believes our people are key to us “Helping customers accomplish more” and it’s important to us that we have a culture that values the amazing contribution that our people make regardless of gender (or any other factor that limits our diversity). We are committed to championing diversity, including striving for gender parity. We’ve introduced new company values in 2018 that include expecting every employee to ‘champion diversity’.

We will be using all opportunities we have to review pay to try to reduce our gap, from pay decisions on hiring to annual pay review cycles. We will also introduce a new Performance, Development, Career, Talent and Succession Planning system in 2018 which will be a key tool in providing better analysis and a more proactive approach.