

## Staples UK Limited



# 2018 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 5<sup>th</sup> April 2018 (pay) and in the 12 months reference period to 5 April 2018 (bonus). On the snapshot date, 5<sup>th</sup> April 2018, we employed 148 women and 173 men.

	Mean	Median
Hourly pay	27.5%	19.4%
Bonus	64.6%	57.0%

As last year, our analysis shows that the gap is largely driven by more men in senior, higher paid roles within the business. This includes a small number of very senior roles which support our European businesses but are based and paid out of the UK. Given our relatively small headcount (which reduced by 9.8% in the reference period year), these European roles have a significant impact on the overall figures in the UK. When compared to the European peer groups they work within, both the gender split of roles and pay levels are much more balanced. When we analysed our pay data excluding these European roles, our hourly pay Mean is 13.3% and Median is 11.5%. In addition, in the lower quartile, some roles, like our Customer Services Advisors, have a significantly higher proportion of females as these roles offer greater flexibility of working hours.

Business change and organisational transformation in the year up to 5th April 2018 affected the split of men and women in the pay quartiles, with improvements in the balance in all quartiles apart from the top quartile.

Pay Quartiles:	Lower quartile	Lower middle quartile	Upper middle quartile	Top quartile
Men	46.9%	52.5%	43.8%	72.5%
Women	53.1%	47.5%	56.2%	27.5%

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

Proportion of employees receiving a bonus:	
Men:	36.2%
Women:	29.3%

When looking at the bonus gap the numbers of women receiving a bonus is affected by the larger number of men in the top quartile where more roles are eligible for bonus as well as the reduction in the number of Customer Services roles which were also eligible for bonus.

### Taking Action and Next Steps

Staples believes our people are key to “Helping customers accomplish more” and it is 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 introduced new company values in 2018 which included expecting every employee to ‘champion diversity’.

We continue to use all possible opportunities to reduce our gender pay gap, from pay decisions on hiring & promotion to annual pay review cycles. We introduced a new Performance, Development, Career, Talent and Succession Planning system in 2018 which will be a key tool in taking a more proactive approach.