

# Understanding Deliveroo's Gender Pay Gap

At Deliveroo we're proud of our diverse and inclusive culture - it's part of who we are. We take pride in hiring and promoting female talent at all levels of our company.

We know this is an area where we need to do better. In April 2018 the Median Gender Pay Gap at Deliveroo was 17.2%. This is too high, but we are pleased it is below the national average.

However, these figures are a snapshot and do not reflect the company's workforce today or the results of the actions we have taken to improve recruitment and representation at Deliveroo. We are pleased that the Gender Pay Gap at Deliveroo today is falling to well below this level, in particular amongst those hired within the past 12 months.

For a company like Deliveroo some of the largest drivers for any Gender Pay Gap will be things like the number of women relative to men in higher paying senior roles and the number of women relative to men in higher paying specialist roles. These are issues we are conscious of and seeking to tackle.

We have introduced pay banding and more balanced representation is an absolute priority for our recruitment team. We are filtering all job adverts for gender bias, aiming to ensure at least 20% of candidates are female; ensuring all Deliveroo recruitment panels have women included; actively sourcing under-represented groups in specific areas of the company; and we are promoting flexible working, including by having a leading shared parental leave scheme.

40% of our employees are women. Recent key senior female hires include our Chief Marketing Officer and our Vice President for Restaurants.

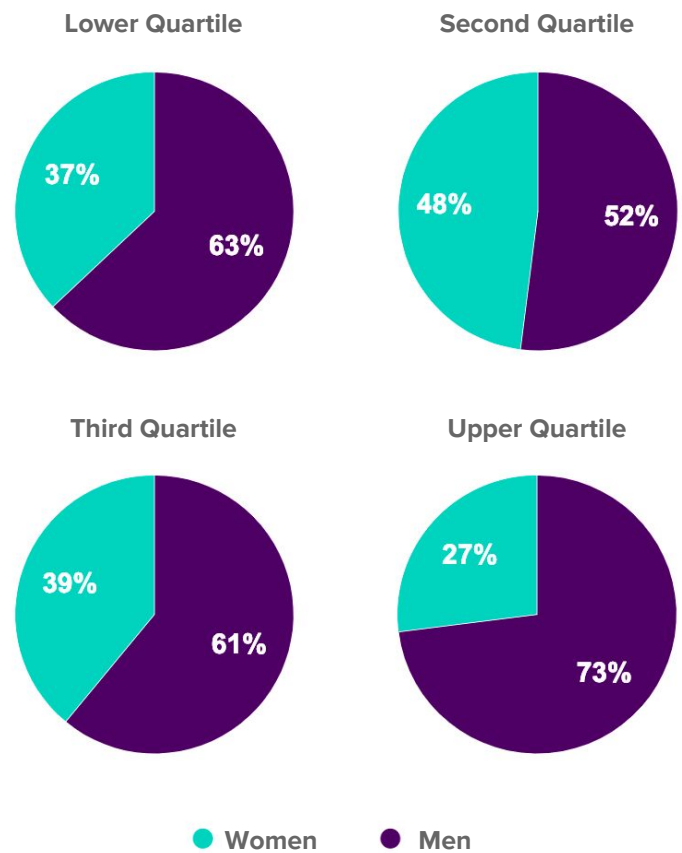
Like other companies with large technology and engineering teams, Deliveroo's Gender Pay Gap is impacted by the wider, systemic issue with female representation in tech. We are proud, however, that 30% of our tech team are female, higher than last year, and 35% of those in leadership positions within the tech team are female. This level of female representation in tech is higher than in other UK-based tech companies, but is something we are working on improving.

This is an issue all at Deliveroo take extremely seriously. Our commitment to our staff was underlined when we announced that all permanent employees would be given share options, so everyone benefits in the growth and success of the company. To ensure more equal levels of representation, however, we want to go further to ensure we attract, recruit and retain talented women at all levels of the company. In everything we do we want to advance opportunity and fairness for all.

## Deliveroo's Gender Pay Gap

	Median (Middle)	Mean (Average)
Gender Pay Gap	17.2%	19.8%

## Proportion of Men & Women in Pay Quartiles



## Deliveroo's Gender Bonus Gap

	Median (Middle)	Mean (Average)
Gender Pay Gap	-2.8%	15.8%

26% of men and 37% of women received a bonus in 2018.