

Petrogas Group UK LTD



Gender Pay Gap April 2018

Petrogas Group UK LTD is one of the fastest growing forecourt retailers in the UK. We combine a low fuel price offer with a high-quality food offer across our Forecourts and Service Stations. We ensure we operate a fair and equitable pay structure for all of colleagues throughout the business.

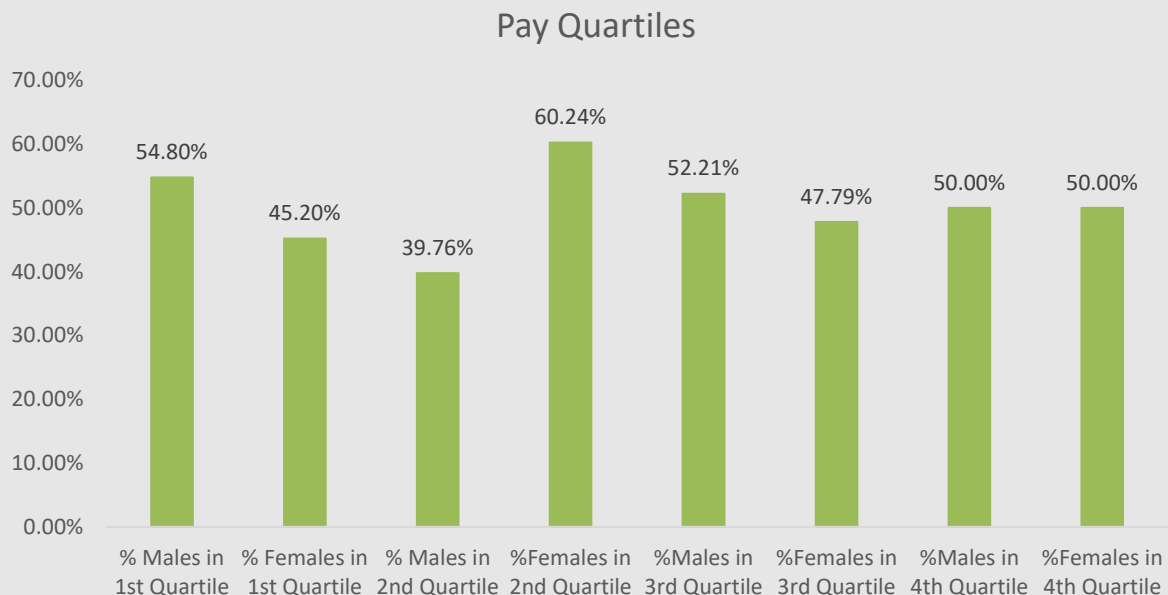
In April 2017 the government approved new legislation which meant that employers with over 250 employees in the UK had to report on their Gender Pay Gap.

The Gender Pay Gap has been calculated using our people data from April 2018 (Snapshot Date) and the guidelines set out by the government.

Petrogas is committed to ensuring pay is based on the job being undertaken rather than any other factors, including gender.

We acknowledge there is a Gender Pay Gap of 10.90% which is a small increase of 0.50% compared to data from 2017. This is due to an increased Fuel Card division which work off commissions which, at the time, was populated with more male colleagues than female. Alongside this our small leadership team in the UK consists of more males than females, these roles are usually paid at a higher rate which influences the overall Gender Pay Gap. Despite the 10.90% gap that has been reported, the business is still below the UK average and will continue to work hard on decreasing this gap moving forward. Our Median Gender Pay Gap of 0.0% is substantially lower than the UK average and we are proud and committed to ensuring it stays that way.

Mean Gender Pay Gap	Median Gender Pay Gap
10.90%	0.00%
Mean Bonus Pay Gap	Median Bonus Pay Gap
49.14%	36.67%



We are committed to ensuring we use this information to help close the Gender Pay Gap within the business. We want to create an environment where everyone has the opportunity to learn, grow and thrive and encourage colleagues within the business to progress. We will continue to recruit, train and retain a diverse workforce whilst we reflect and eradicate any pay differentials that we may find.