

# Our 2018 Gender Pay Gap Report

**We are passionate about fairness, equality and inclusion and are committed to improving the gender representation of our workforce.**

## Pay & Bonus Gap

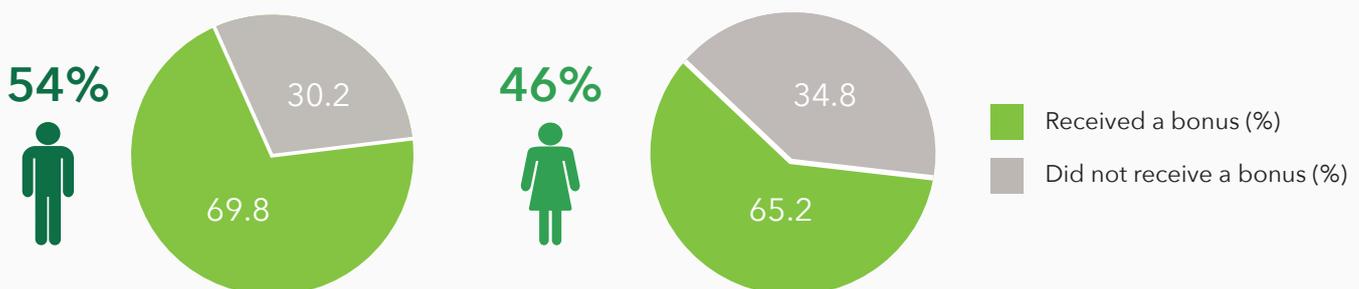
	Difference between men and women	
	Median	Mean
Hourly fixed pay	3.0%	6.9%
Bonus paid	15.7%	18.8%

The gender pay gap is very different from equal pay, which is about equal pay for equal work. Whole Foods Market provides equal pay for equal work as required by UK law. At Whole Foods Market, we will continue to focus on improving our gender representation in senior levels and across our business.

The table above shows our overall mean and median gender pay gap based on hourly rates of pay as the snapshot date (i.e. 5 April 2018). It also captures the mean and median difference between bonuses paid to men and women at Whole Foods Market in the year up to 5 April 2018.

These figures are a measure of the difference in the average pay / bonus of men and women across the entire organisation; regardless of the nature of their work or level. A positive figure is in favour of men and a negative figure is in favour of women.

## Proportion of colleagues awarded a bonus for the period 6 April 2017 - 5 April 2018



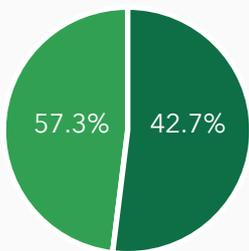
The overall breakdown of men and women in the organisation is 54% men, 46% women.



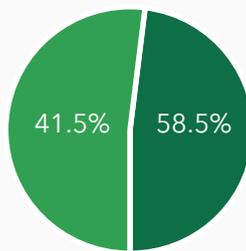
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## Pay Quartiles

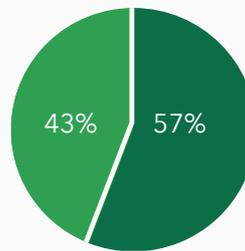
Lower Quartile



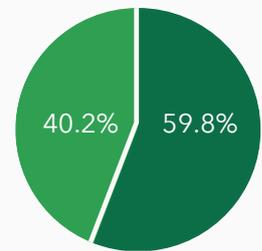
Lower Middle Quartile



Upper Middle Quartile



Top Quartile



The above image illustrates the gender distribution at Whole Foods Market across the four equally sized quartiles.

It has been one year since we released our first gender pay gap report, and we continue to focus on improving our gender representation, particularly in the Upper Middle and Top Quartiles, although we have seen improvement in both quartiles from year 1 to year 2. We also continue to provide equal pay for equal work irrespective of gender, whilst fostering greater diversity.

I confirm the data reported is accurate.

**Asim Shad**  
Finance Director  
March 2019