

# Understanding Deliveroo's UK Gender Pay Gap, 2020/21

Caleb Merkl, Chief People Officer

At Deliveroo we celebrate difference. We are committed to creating a diverse and inclusive culture. We take pride in hiring and promoting female talent at all levels of our company.

However, we recognise that this is still an area where we need to make significant progress.

In April 2020, 59% of our UK employees were male and 41% were female. The Median Gender Pay Gap at Deliveroo was 27% and our Mean Gender Pay Gap was 25.6%. Our median bonus gap favours female employees to -20.2%. These figures do not reflect the current composition of the Deliveroo workforce as they cover the reporting period 2019 to 2020

Our mean and median gender pay gap is driven by a number of factors including the number of women relative to men in more senior roles, the number of specialist roles within the company that are disproportionately held by men (e.g technical engineering) and the impact of industry-wide challenges such as female representation within the tech industry.

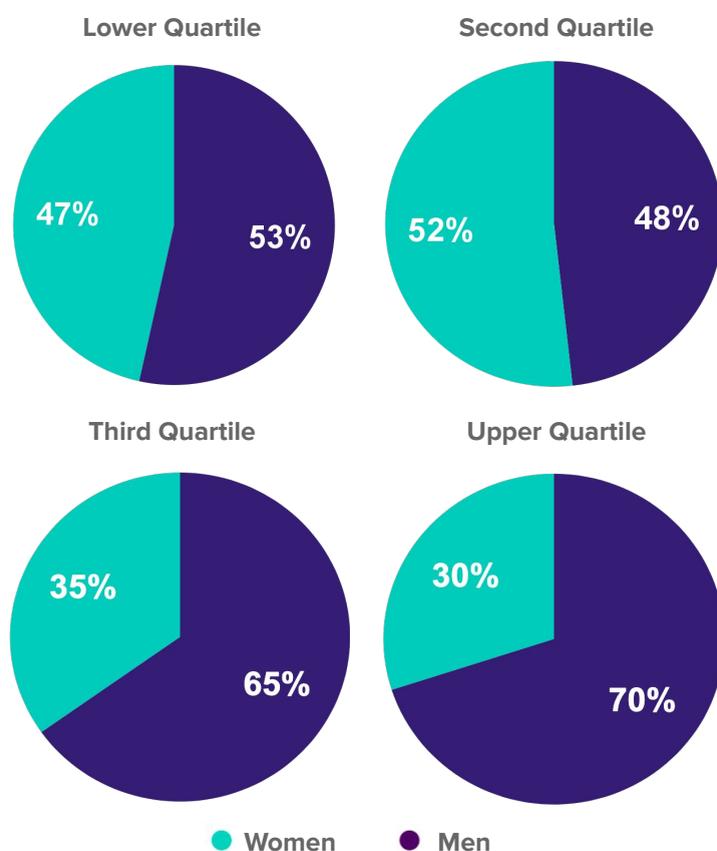
We want to ensure we attract, recruit and retain talented women at all levels of the company. We continue to take steps to address gender pay gap.

- As with other companies with large technology and engineering teams, Deliveroo's Gender Pay Gap is impacted by the wider, systemic issue of female representation in tech, but we are committed to being part of the solution. We recently became a Signatory of the Tech Talent Charter (TTC), an organisation that is bringing together more than 600 industries and organisations to drive greater inclusion and diversity in technology roles.
- We have instituted a number of initiatives to attract and recruit more female talent. These include partnerships with [Coding Black Females](#), the largest community of Black women in tech in the UK and launching Candidate Self ID to better understand how female talent moves through the recruiting pipeline and remove systemic barriers and minimise bias in our processes.
- We also have four employee resource groups, including the Gender Equality Committee that promotes and leads initiatives for a gender-inclusive environment at Deliveroo for employees at all stages of their careers and personal lives, and are piloting a female leadership program to support the progression of more female talent to leadership roles.
- We have also introduced a new company bonus plan, which means that every Deliveroo employee is now eligible for bonus.
- We have appointed our first Head of Global Diversity, Equity and Inclusion and will be initiating more actions that are proven to have a positive impact in improving the recruitment and progression of women and reduce the gender pay gap.

## Deliveroo's Gender Pay Gap, 2020/201

	Median (Middle)	Mean (Average)
Gender Pay Gap	27%	25.6%

## Proportion of Men & Women in Pay Quartiles



## Deliveroo's Gender Bonus Gap

	Median (Middle)	Mean (Average)
Gender Pay Gap	-20.2%	58.4%

27% of men and 29% of women received a bonus in 2019

All figures in this report are based on Deliveroo's workforce in the UK

