

Petrogas Group UK LTD



Gender Pay Gap April 2017

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 2017 (Snapshot Date) and the guidelines set out by the government.

“We are committed to ensuring we use this information to help close the Gender Pay Gap”

John Diviney, Managing Director

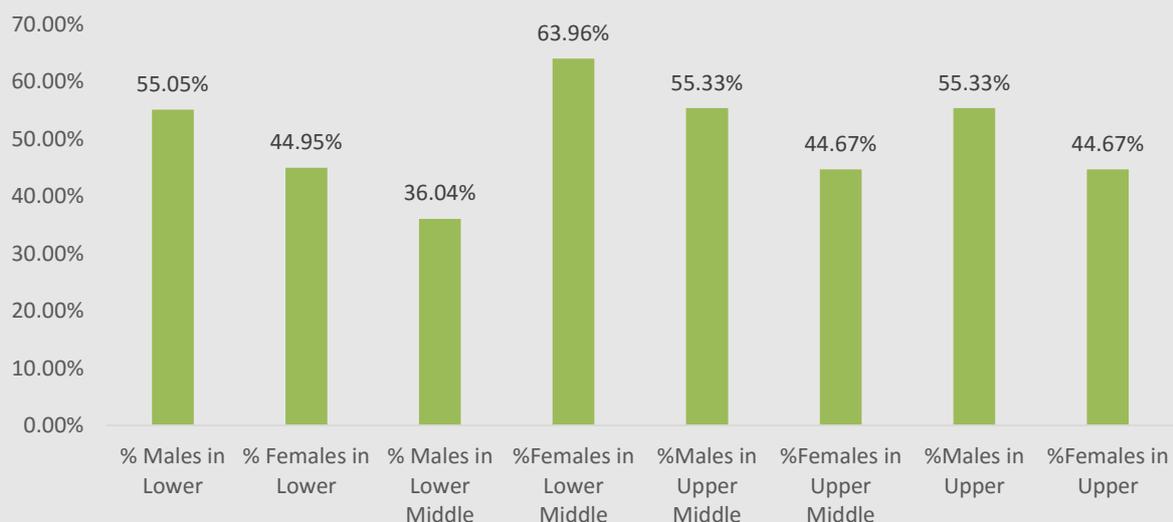
Mean Gender Pay Gap **Median Gender Pay Gap**
10.41% **0.87%**

Mean Bonus Pay Gap **Median Bonus Pay Gap**
29.91% **9.09%**

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 10.4% which is due to employing a small senior team with an uneven gender distribution. These leadership roles typically attract higher salaries and bonuses, however our gender pay gap still falls well below the UK average.

Our Median Gender Pay Gap of 0.87% is substantially lower than the UK average and we are proud and committed to ensuring it stays that way.

Pay Quartiles



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.

I confirm this information is accurate and follows the guidelines set out- John Diviney (Managing Director)