



# Gender Pay Gap Report 2021



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 2021 (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 6.4% which is decrease year on year from 2017.

Since 2017 we have seen an increase in the number of women joining our leadership team. We are committed to continuing the development programmes we run to give equal opportunities to all.

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

**6.4%**

Mean Gender Pay Gap

**0.00%**

Mean Gender Pay Gap

**1.1%**

Mean Gender Pay Gap

**0.00%**

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.