

Starbucks Coffee Company UK Ltd.

GENDER PAY GAP REPORT 2020



About Starbucks Coffee Company (UK) Ltd

This report looks at the gender pay gap across the more than 4,000 partners (employees) at Starbucks Coffee Company UK Ltd. Partners is the term that we use for 'employees' as we all have shares in the business.

Starbucks Coffee Company (UK) Ltd is the part of the company responsible for the retail and wholesale of gourmet coffee, tea and related products in the UK, and includes partners working within company-operated Starbucks stores, as well as Support Centre staff supporting UK stores.



MESSAGE FROM CAROL MULDOON

VP PARTNER RESOURCES
STARBUCKS EUROPE, MIDDLE EAST AND AFRICA



Since its beginning in 1971, Starbucks has sought to be a different kind of company – with people at the centre – balancing profitability with social conscience.

We're grounded by our mission: to inspire and nurture the human spirit, one person, one cup and one neighbourhood at a time, and integral to this mission is creating a warm and welcoming environment both in our stores and in our workforce, where everyone can thrive.

For this reason, we welcome the opportunity to once again report on our gender pay gap figures for Starbucks UK Ltd using the criteria specified as part of the Gender Pay Gap legislation, under the Equality Act 2010, and calculated using the approach required by the regulations.

Starbucks has maintained the 4% gender pay gap it has achieved over the past few years across UK partners, remaining significantly below the UK's current national average ([ONS](#)).

Starbucks UK, like many other companies in our sector is majority female, with women accounting for over half (63%) of our total workforce. We are particularly encouraged to see this is reflected at all levels within our organisation, as even within the top quartile (Quartile 4) there is a significantly higher proportion of women compared to men (63.3%).

But we know there is still more that we can do, particularly with regards to senior level representation. Starbucks UK has more women in bonus paying jobs than men, but there are still more men in the very highest paying roles – resulting in men receiving, on average, a larger bonus amount per individual.

To support with this, we continue to run a Women's Leadership Network, providing top-talent with the opportunity to hear from external speakers on topics that aid their career development and to provide networking opportunities. Over the course of 2020 we have made significant further investments in support of partner wellbeing, inclusion and diversity – detail of which is outlined in this report.

This year also saw the Women's Impact Network (WIN) being established within our region. With over 100 members the group is one of three partner networks established in EMEA this year. WIN's purpose is to empower every woman to find their own version of success, and like all the Partner Networks the group plays a powerful role supporting our partners, representing their diverse voices and holding us to account as we continue to work towards greater inclusion, diversity and equity within our organisation.

We are proud of the progress we have made this year and will continue our commitment going into 2021.

Carol Muldoon

WHAT IS GENDER PAY GAP REPORTING?

UK gender pay reporting legislation requires employers with 250 or more employees to publish statutory calculations every year showing how large the pay gap is between their male and female employees.

There are six calculations:

1. Mean gender pay gap (this number is the average)
2. Median gender pay gap (halfway point between the highest and lowest pay)
3. Mean bonus gender pay gap
4. Median bonus gender pay gap
5. Proportion of males receiving a bonus and proportion of females receiving a bonus payment
6. Proportion of males and females when divided into four groups ordered from lowest to highest pay

Gender pay reporting is different to equal pay – Equal pay deals with the pay differences between men and women who carry out the same jobs, similar jobs or work of equal value. The gender pay gap shows the difference in the average pay between all men and women in a workforce.

Understanding mean and median gender paygap:

The mean gender pay gap shows the percentage difference in average pay between men and women across the business.

The median gender pay gap is the percentage difference when we compare the middle point of all female partner salaries in our business and all male partner salaries.

The proportion of men and women awarded bonus pay over the same 12 month period is also reported.

STARBUCKS GENDER PAY GAP SUMMARY



Base pay gap

4.0%

mean
gender pay gap

0.6%

median
gender pay gap



Bonus pay gap

16.7%

mean bonus
gender pay gap

24.5%

median bonus
gender pay gap



Receiving a bonus

12.9%

male
employees

14.4%

female
employees

Proportion of employees in each quartile

Quartile 1

F 63.9%

M 36.1%

Quartile 2

F 63.8%

M 36.2%

Quartile 3

F 62.8%

M 37.2%

Quartile 4

F 63.3%

M 36.7%

OUR RESULTS AND WHAT THEY MEAN

Our 2020 figures are similar to those of 2019, with a mean gender pay gap of 4%. Similarly, the median gender pay gap is 0.6%, remaining significantly below both the UK's current national average (median – 7.4% among full-time employees and 15.5% among all employees, ONS, 2020).



At all four salaried levels of our business, we have a higher proportion of women at an average of 63% female – 37% male.

Like many other retail businesses, Starbucks UK is majority female, and this is also reflected within the top quartile of our business (Quartile 4) where there is a significantly higher proportion of women compared to men (63.3%). However, there remains a bonus gap between women and men – a 16.7% mean and 24.5% median, as despite making significant progress to bring this down over the past few years there are still more men holding roles at the very highest level within Quartile 4, resulting in men receiving, on average, a larger bonus amount per individual.

We are actively working to address this disparity, and the opportunities available to our female leaders.

Additional support

We continue our focus on developing a pipeline of women into senior roles, and for a number of years we have had in place a Women's Leadership Network which provides top-talent with access to external speakers and networking opportunities.

In addition to this, over the course of 2020 we have made significant investment into our partner wellbeing, inclusion and diversity strategies. This has included: appointing a strategic designated lead for D&I in the EMEA region; the formation of an EMEA Inclusion Advisory Group; the mandatory introduction of an anti-bias curriculum and training for all EMEA and UK Support Centre partners; and the de-biasing of our recruitment, onboarding and partner processes, including the introduction of blind CVs, diverse gender interview panels and inclusion competency-based questions.

The establishment of the Women's Impact Network in our region in 2020 is another exciting step forward. This group of over 100 partners hosted a number of virtual events throughout March to mark 'Women's Heritage Month'; and the network will play a critical role in the review of Starbucks EMEA company policies that is currently underway, with the view to taking a more inclusive and gender-blind approach.

For media inquiries, please contact

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