

Understanding Deliveroo's Gender Pay Gap

Deliveroo is a British tech success story. At Deliveroo, we strongly believe a more diverse team is a stronger team. Building a diverse and inclusive workplace will help us achieve our goals and deliver our vision for customers, riders and restaurants.

Our gender pay gap is 13% which is well below the UK average of 18% - but we still have lots to do. Overall **41% of our employees are women** and the charts here show how this is split across the business.

The results, which demonstrate that we need to increase the number of women at the top of the business, also show that we have a pipeline of senior female leaders who we will support to take the next step in their careers at Deliveroo and further reduce our gender pay gap.

In our tech team, 27% of our staff are women which compares favorably to other comparable firms in 2017 Facebook (19%), Uber (15%) Twitter (17%) but shows more needs to be done right across the sector and at Deliveroo.

Our aim isn't just to lead the sector, it is for our business and our tech team to increase female participation and close the gender pay gap. That's why we are setting out ambitious plans to attract, recruit and retain talented women. So we will:

Attract women into tech positions by hosting events to inspire women at our HQ and actively engaging with women still in education.

Recruit the best person for the job by filtering all job ads for gender bias, aim to have at least 20% female candidates and ensure all Deliveroo recruitment panels have women included.

Retain a diversity and inclusion forum to bring forward ideas, a new industry leading parental leave scheme and flexible working tools so our tech jobs can fit with family life.

Facebook data is Aug 2017 - [Link](#)
Uber data is March 2017 [Link](#)
Twitter data is December 2017 - [Link](#)

A note from Will

As Deliveroo has grown we have built a fantastic team from scratch with amazing speed and success. We believe that a more diverse team is a stronger team, so we are working hard to make the changes necessary to keep bringing down the gender pay gap.

Our ambition is to set the standard for the tech industry and we won't stop until the gender pay gap is a thing of the past - period.

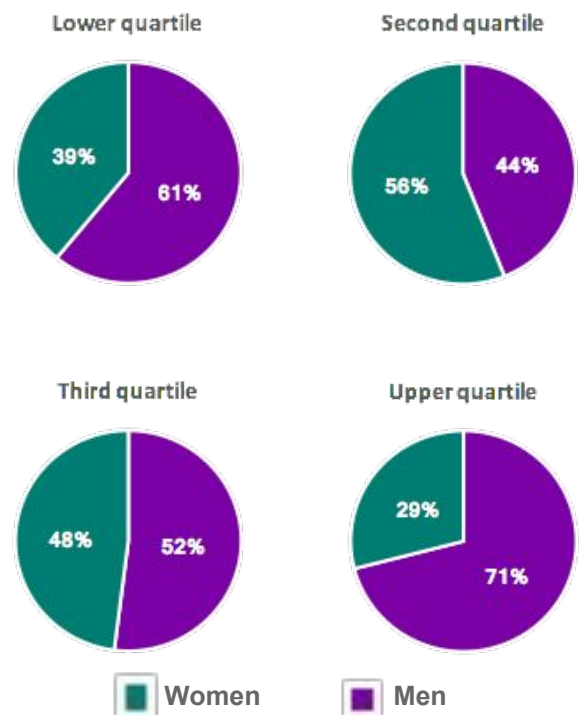
Will Shu

Will Shu
CEO & Founder, Deliveroo

Deliveroo's Gender Pay Gap

National Median pay gap is 18%	Median (Middle)	Mean (Average)
Gender Pay Gap	13%	19%

Proportion of men & women in pay quartiles



Deliveroo's Gender Bonus Gap

UK average is 25%	Median (Middle)	Mean (Average)
Gender Bonus Gap	- 23%	16%

37% of men and 40% of women received a bonus in 2017.