



Starbucks Coffee Company UK Ltd

Gender Pay Gap Report 2017





Carol Muldoon

vp Partner Resources

Message from Carol Muldoon

vp Partner Resources, Starbucks Europe, Middle East and Africa

At Starbucks, we have a proud history of celebrating inclusivity and diversity in our workforce of employees (who we call partners, as we all have shares in the business). As part of the Gender Pay Gap legislation, under the Equality Act 2010, we are required to publish specific criteria looking at gender pay across the more than 5,000 partners employed by Starbucks UK Ltd.

For the purposes of this report our gender pay gap is calculated using the approach required by the regulations, which compares the pay of males and females. We are encouraged that our figures show that when looking at our UK partners there is a 0% median pay gap between men and women, and a 6 per cent mean pay gap. We also have a fairly even proportion of men and women across the levels of our business – with slightly more women represented in the top quartile (62 per cent).

We recognise where we can do more, including bringing more women up to top senior positions, to reduce bonus pay disparity. We will also continue open discussion on this subject across our partner teams, holding ourselves accountable and ensuring we break down the barriers that prevent anyone fulfilling their potential, regardless of gender.

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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 payment 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

Understanding mean and median gender pay gap:

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 any bonus pay over the same 12 month period is also reported.

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.

Starbucks gender pay gap summary



Base pay gap

6% mean gender pay gap

0% median gender pay gap



Bonus pay gap

22% mean bonus gender pay gap

33% median bonus gender pay gap

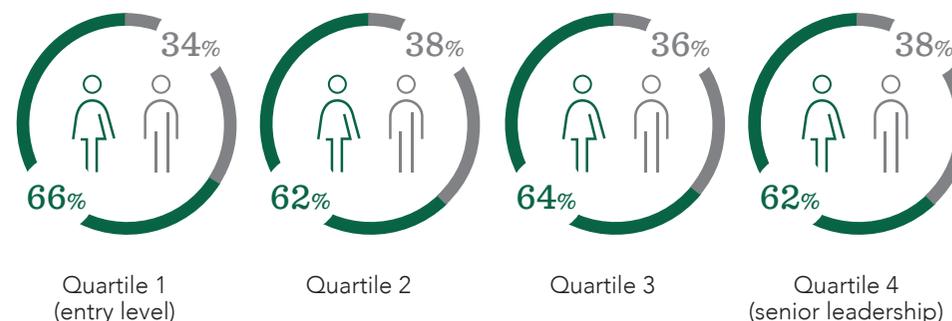


Receiving a bonus

10% male employees

8% female employees

Proportion of employees in each quartile



*Starbucks UK only, base pay figures use a snapshot date of 5th April 2017, bonus figures include bonus payments within 12 months of snapshot date

Our results and what they mean

We have a low mean and median gender pay gap amongst our UK partners – at 6% and 0% respectively. In April 2017 the gender pay gap (for median earnings) for full-time employees is at 9.1% (ONS data), so we come in lower than this national average.



At all four salaried levels of our business, we have a higher proportion of women at around 65% women - 35% male.

There is a larger gap when we look at the average bonus gap – 22% mean average and 33% median average. This gap is driven by the fact that there are fewer female partners in the most senior roles, and we are working to encourage and develop talented women throughout our organisation.

Additional support

We are constantly working to make Starbucks a great place to work, and that includes creating a framework for an inclusive and diverse workforce. We will continue to update on our progress and policies to support this.

For media inquiries, please reach out to ukpressoffice@starbucks.com