

Gender Pay Gap Reporting

Snapshot Date: 05/04/2017

Total Relevant Employees: 594

Total Full-Pay Relevant Employees: 515

Mean Gender Pay Gap

| Full Pay Relevant Males | Total Hourly Rate | Male Mean Hourly Pay | Full Pay Relevant Females | Total Hourly Rate | Female Mean Hourly Pay | Difference Hourly Pay | Mean Gender Pay Gap |
|-------------------------|-------------------|----------------------|---------------------------|-------------------|------------------------|-----------------------|---------------------|
| 415 | 5251.17 | 12.65 | 100 | 1107.30 | 11.07 | 1.58 | 12.49 |

Median Gender Pay Gap

| Median Male Hourly Rate | Median Female Hourly Rate | Difference Hourly Pay | Median Gender Pay Gap |
|-------------------------|---------------------------|-----------------------|-----------------------|
| 10.2 | 9.62 | 0.58 | 5.69 |

Mean Bonus Gender Pay Gap

| Total Relevant Males | Total Male Bonus Value | Mean Male Bonus | Total Relevant Females | Total Female Bonus Value | Mean Female Bonus | Difference Mean Bonus | Mean Bonus Pay Gap |
|----------------------|------------------------|-----------------|------------------------|--------------------------|-------------------|-----------------------|--------------------|
| 486 | 757800.64 | 1559.26 | 108 | 149421.00 | 1383.53 | 175.73 | 11.27 |

Median Bonus Gender Pay Gap

| Median Male Bonus | Median Female Bonus | Difference Median Bonus | Median Gender Bonus Gap |
|-------------------|---------------------|-------------------------|-------------------------|
| 1,000.00 | 1,300.00 | -300.00 | -30.00 |

Proportion of Males and Females receiving a Bonus

| Total Relevant Males | Total Males Paid Bonus | Percentage Males Paid Bonus | Total Relevant Females | Total Females Paid Bonus | Percentage Females Paid Bonus |
|----------------------|------------------------|-----------------------------|------------------------|--------------------------|-------------------------------|
| 486 | 162 | 33.33 | 108 | 66 | 61.11 |

Proportion of Males and Females in each Quartile Band

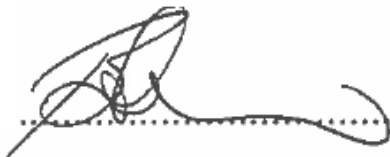
| | Percentage in Upper Quartile | Percentage in Upper Middle Quartile | Percentage in Lower Middle Quartile | Percentage in Lower Quartile |
|---------|------------------------------|-------------------------------------|-------------------------------------|------------------------------|
| Males | 81.25 | 82.95 | 90.70 | 67.44 |
| Females | 18.75 | 17.05 | 9.30 | 32.56 |

Logistics is an industry where women are underrepresented. That trend is true for our business and understandably negatively influences our gender pay gap. Moreover, this is further exacerbated by weak representation at senior levels, regardless of enhanced efforts to recruit women into these roles.

A higher proportion of women receive a bonus (61%). This is driven by the fact that most of our salaried administration roles that attract a bonus, are occupied by women. Similarly, roles which do not reward a bonus (warehouse/driver roles) are largely occupied by men, creating the opposite effect with fewer men receiving a bonus (33%).

The quartile findings were expected with the industry being heavily male dominated. Our largest proportion of women are within the lower quartile range. It appears this is largely because of lower paid administration roles. However as detailed above, these roles also attract a bonus which the gender pay hourly rate calculation ignores (because it is not received by full-time relevant employees in the relevant pay period).

These calculations are accurate.



Ben Morris
Executive Director