

Gender Pay Gap Report 2019

A quality focused, independent family business delivering mutual value through great people,
collaboration and technology



What is the Gender Pay Gap?

Understanding the Gender Pay Gap

The Gender Pay Gap is the difference in pay between male and female employees which is explained through various statistics.

The gap that is identified as part of these statistics is influenced by a number of factors such as the demographic of our workforce.

Pay Gap v's Equal Pay

The gender pay gap analysis is different to equal pay legislation:

The **Gender Pay Gap** is more likely to occur due to structural issues within a business i.e. where males and females are found within an organisation and what salaries those positions attract.

Where **Equal pay** focusses upon the amount an employee is paid in their position and specifies that a male and female should be paid the same for doing the same role.

When we are required to report:

Under the Equality Act 2010 (Gender Pay Gap Information) Regulations 2017, employers with 250 or more employees are required to publish gender pay gap information based on a snapshot date.

For example in April 2022 we will be reporting statistics based on data as at 5th April 2021.

What we are required to report: The Calculations

The Mean – this is the difference in the average salaries of men and women within the business.

The Median – the middle point of a population when the values are arranged in order from highest to lowest.

A negative number indicates that women earn higher than men in that area.

Why we are required to report:

To identify and highlight specific areas for improvement is integral in building a balanced workforce.

Our ambition is to continue to grow and allow our employees to thrive in a genuinely diverse and sustainable business.

Howard Tenens Logistics Limited 2019 Data

The below metrics (specifically the mean and median pay gap metrics) show the percentage gap in the average in salaries of all male and female employees. This means that the mean pay for men is 12% higher than females in our company. Many organisations do have a gap; Howard Tenens Logistics Limited is slightly above the sector average.

The median shows the middle point of a population. This is more representative than the mean as it is not typically affected by a handful of higher or lower salaries. Howard Tenens shows a 10.3% gap on this metric, which is almost equal to the national statistics. In monetary values this difference is £1.05 gap for Howard Tenens.

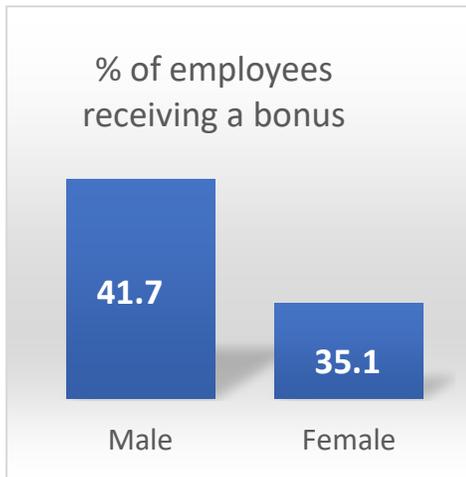
The Mean Gender Bonus Gap at 37.5% is typically higher than the Gender Pay Gap because the bonus payments tend to increase with seniority; the gap is apparent as currently males are generally dominating these roles.

The Median Gender Bonus Gap at Howard Tenens is 5.5% which demonstrates that there is not a large gap in the middle point of male bonuses versus female bonuses.

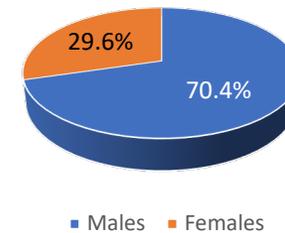
The below metric is most likely, out of all the metrics, to identify the underlying issues that cause the pay gaps in a business. This metric divides the total Howard Tenens Logistics Limited workforce into 4 equally sized groups based on hourly pay rate. The Lower quartile includes the lowest paid 25% of the workforce; the Upper quartile contains the highest 25% of the workforce and so on. To achieve close to a 0% gender pay gap there would need to be a 50:50 split of male to females in each quartile.

The below charts show that the distribution of females within Howard Tenens Logistics Limited is not even throughout the quartiles. However one would expect more males in each quartile due to operating in a male dominated industry.

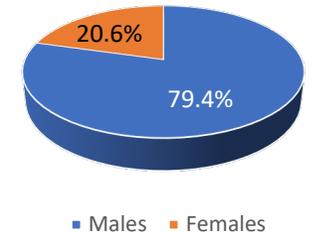
Metric	Percentage
Mean Gender Pay Gap	12%
Median Gender Pay Gap	10.3%
Mean Gender Bonus Pay Gap	37.5%
Median Gender Bonus Pay Gap	5.5%



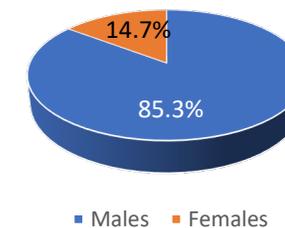
Lower Quartile



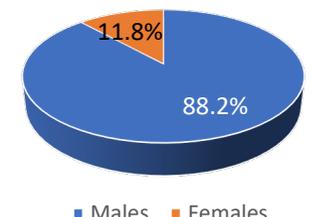
Lower Middle Quartile



Upper Middle Quartile



Upper Quartile



Our plans to reduce the Gender Pay Gap.

What we are already doing 2019 - 2020:

Recruitment: Where there may be areas of the business which have historically been male dominated, we are introducing methods to improve a balance and recruiting females into more senior positions.

Retention: We are looking at ways to improve retention by identifying areas to improve in relation to the employee lifecycle.

Our Culture: We are committed to building a culture where all employees feel included and we are doing this by looking at engagement surveys and identifying how work towards becoming an employer of choice.

Declaration

We confirm that the information reported is accurate and in line with the Equality Act 2010 (Gender Pay Gap Information) Regulations 2017.

This report covers employees at all levels of the Howard Tenens Logistics Limited business.

Samantha Phillips
Head of Resource

How are we going to improve further?

Employee Engagement: We aim to undertake employee engagement surveys to understand the opinion of our employees. We plan to ensure all sites have an engaged workforce and that all employee are able to voice their suggestions and help drive the business forward.

People Strategy: Implementation of a people strategy that underpins core people foundations of a business.

Recruitment Processes: More visible employment opportunities throughout the business with structured interview processes.

Training: Focussing on Training and Development for all levels. This includes awareness of company policy

We are proud of the efforts we have made over the past year in working towards creating a more diverse workforce with opportunities for all.

We as a business are making significant positive steps towards improving the culture and providing equal opportunities at all levels and we will continue to drive initiatives that improve this further.

We are committed to driving positive change within Howard Tenens Logistics Limited.

Ben Morris
Executive Director & Company Secretary