

# Gender Pay Gap Report 2020

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 5<sup>th</sup> 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 2020 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 11.37% higher than females in our company.

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 7.98% gap on this metric, which is an improvement on the data shown in our 2019 snapshot and in line with national statistics.

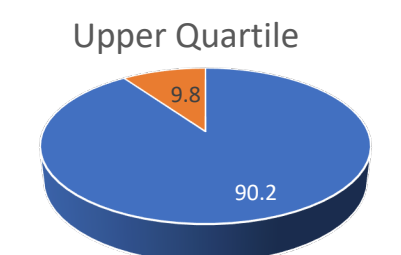
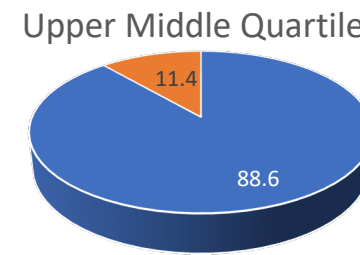
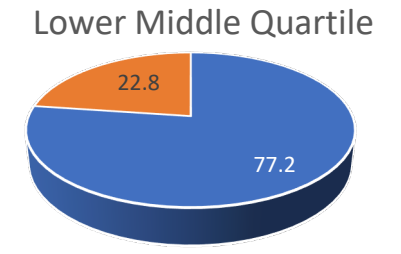
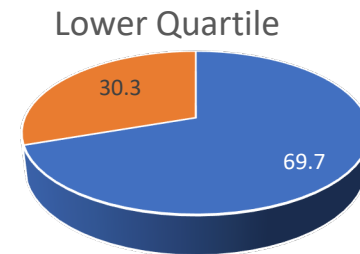
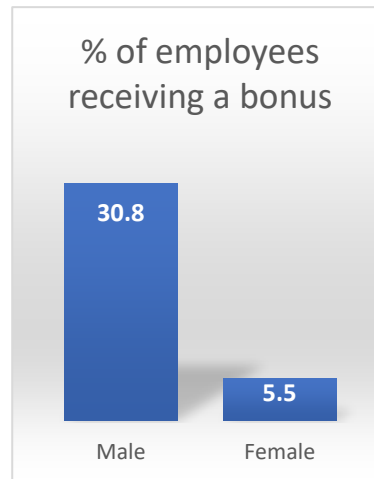
The Mean Gender Bonus Gap is shown at -56.33% which means that the average amount of bonus' paid to females was higher than the mean average of all bonus' paid to male employees.

Similarly the Median Gender Bonus Gap at Howard Tenens is -56.25% which demonstrates that the middle point of all bonuses for females was 56.25% higher than the middle point of all male bonuses. The reason for this change in data from 2019 is that the bonus scheme was changed and we anticipate a more even distribution of bonuses going forward due to this change.

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. There has been minimal change since the 2019 snapshot data, however external factors have potentially influenced this and we are making changes within HTLL to result in a more even distribution across all 4 quartiles in the future.

Metric	Percentage
Mean Gender Pay Gap	11.37%
Median Gender Pay Gap	7.98%
Mean Gender Bonus Pay Gap	-56.33%
Median Gender Bonus Pay Gap	-56.25%



# Our plans to reduce the Gender Pay Gap.

## What we are already doing 2020 - 2021:

**Recruitment:** All opportunities are advertised internally within the business. Thorough processes are in place and being evolved to ensure we are targeting a diverse network to ensure we obtain the right person for the right role.

**Retention:** We are putting in place excellent communication systems to ensure awareness of all benefits, initiatives and learning opportunities.

**Our Culture:** We continue to be committed to building a culture where all employees feel included and we are doing this communicating our mutual values, our people strategy and open communication and two way feedback.

### 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 will continue to conduct regular employee engagement surveys and generate site specific action plans to encourage inclusion and foster an excellent working environment.

**People Strategy:** We will continue with our People Roadmap which will continue to ensure we have the strong foundations in place to encourage growth and opportunities.

**Learning and Development:** A L&D framework is being developed to ensure core skills are in place and succession planning can be put in place for all employees.

**Awareness:** A focus on females in Logistics in line with our communications and marketing plan.

During a difficult year due to the pandemic we have achieved a great deal as a business and made significant changes to our processes and initiatives that involve our people and ensuring equality within the workplace.

Our people are our most valuable asset and we will continue to drive the positive change within Howard Tenens Logistics Limited that we have been delivering over the recent years.

**Ben Morris**  
Executive Director & Company Secretary