

Gender Pay Gap Report 2023



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 2023 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 22.11% higher than females in our company as at 5th April 2023.

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 27.78% gap on this metric. These figures are slightly higher than last years' snapshot as we see an increase in males in the lower and upper middle quartiles is therefore affecting the female % (by increasing it) in the lower quartile as a knock-on effect. The business has seen exponential growth which has affected the headcount with TUPE transfers and new roles becoming available to accommodate business needs. These movements in the work force correlate to the change in both mean and median. Howard Tenens have made positive changes to our diversity and inclusion and attracting more females to the workforce in general. There are currently 0 women in the top executive positions at Howard Tenens however we do see an increase in women in Leadership roles which has increased by 4% since last year.

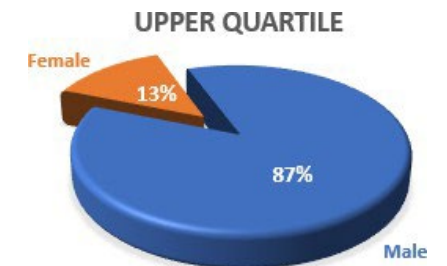
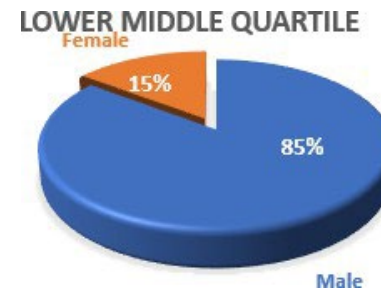
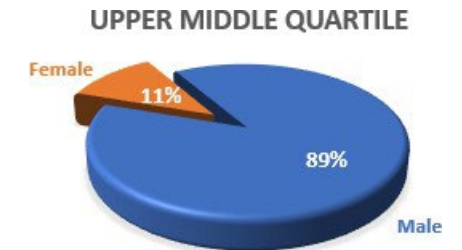
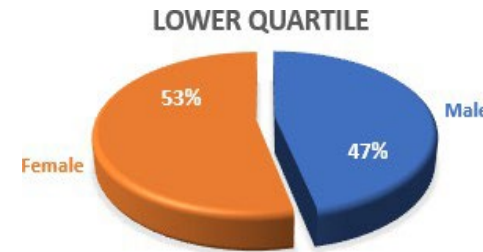
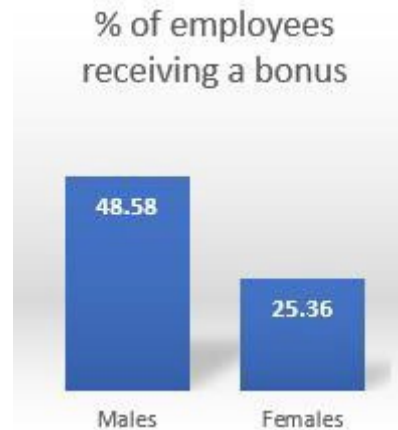
The Mean Gender Bonus Gap is shown at 11.23% which means that the average amount of bonus' paid to males was slightly higher than the mean average of all bonus' paid to female employees.

The Median Gender Bonus Gap at Howard Tenens is 6.96%. This demonstrates that the middle point of all bonuses for males was slightly higher than the middle point of bonuses paid to female employees. The correlation of the mean and the median for this snap shot of data is a reflection of the number of males and females receiving 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. Our aim as a business is to ensure that the male : female ratio is consistent across all Quartiles.

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 to be present in each quartile, due to operating in a male dominated industry. As stated opposite the nature of the roles that have become available or been transferred into the business have been male dominated roles, such as drivers, which tend to sit in the upper middle and lower middle quartile categories. Howard Tenens continue to make changes within HTLL to **aim for a more even distribution across all 4 quartiles in the future.**

Metric	Percentage
Mean Gender Pay Gap	22.11%
Median Gender Pay Gap	27.78%
Mean Gender Bonus Pay Gap	11.23%
Median Gender Bonus Pay Gap	6.96%



Our plans to reduce the Gender Pay Gap.

What we are already doing 2023 and building on for 2024:

HRIS: In 2023 we have been investigating our options and putting in place a plan for the new HR system. The system will focus on improved recruitment processes, make learning and development opportunities more readily available, focus on performance Management and aid with the internal management of people related issues to ensure good practice and a safe working environment which attracts great employees from a diverse backgrounds.

Engagement: Our engagement journey continues where we hold regular engagement surveys and create site and function action plans to make cultural changes for the future.

Recruitment: We are expanding our teams and gaining better expertise into the roles we have available. Moving forward we will improve this process further in line with our new HR system.

L&D: A L&D framework has been implemented, we have incorporated E-learning, Apprenticeships and specific qualifications for our employees. This L&D strategy will continue to strive in supporting upskilling our current workforce to aid towards succession planning; provide opportunities for promotion within the business; and to provide a sound continued personal and professional development platform for all of our employees.

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. We have invested in a number of initiatives that will assist our Leadership Team to continue to embed this culture in line with our strategy.

How are we going to continue to improve further?

Employee Engagement: Engagement of all employees is vital to Howard Tenens. Creating a culture that fosters collaboration and teamwork is so important to also attracting the right people to our business and making sure that our current employees feel valued. Our engagement strategy for 2024 will range further to incorporate focus topics to involve all of our employees. It will involve a new culture survey and we have many Engagement champions in place to ensure that we encourage a more diverse workforce to join HT as it is a great place to work.

HRIS: Our New HR system is being implemented throughout 2024 and will enhance our recruitment process to make our roles available and visible to a much wider audience. It will also involve a professional onboarding process which will immediately make our colleagues feel part of the team. In addition to the other modules, these improvements in our ways of working will enable us to reach wider audiences and attract great people into our business.

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 People

We continue to progress through many periods of change at Howard Tenens, which are linked to our business growth and internal growth as a team with an excellent family orientated culture. We continue to make significant changes to our processes and initiatives that involve our people, ensuring equality within the workplace. In addition to this we are continuing to offer a range of learning and development opportunities, succession planning investment for our leaders of the future and a significant investment to our apprenticeships. We live by our statement that our people are our most valuable asset and we will continue to drive new and positive change within Howard Tenens Logistics Limited that we have been delivering over the recent years.

Ben Morris

Executive Director & Company Secretary