



# GENDER PAY GAP REPORT 2017/18



## Gender Pay Gap Report

Abbey Logistics Group Limited is a leading logistics service provider and one of the UK's most recognised and respected road tanker transport brands.

The Gender Pay Gap Report is based on a data snapshot from the 5<sup>th</sup> April 2017. At this date, Abbey employed 467 staff with 434 (93%) being male and 33 (7%) being female. The Logistics Industry has historically employed a larger proportion of males than females as traditionally it is more difficult to recruit females into HGV Driving roles. Within Abbey Logistics the largest proportion of our workforce are HGV Drivers and Vehicle Workshop colleagues. These roles account for 77% of our total headcount.

### Pay and Bonus Gender Gap

The mean gender pay gap is calculated by comparing the difference in the average pay of all men and women as separate groups.

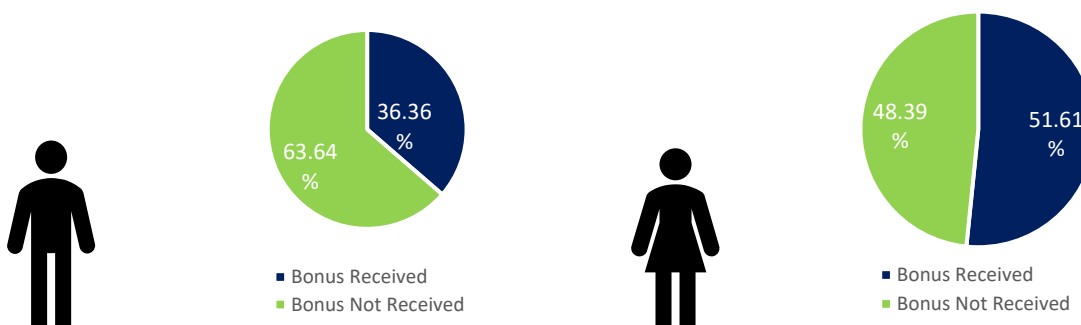
The median pay gap is calculated by comparing the difference in the hourly rate of pay for the respective man and women at the mid-point of the group.

	MEAN	MEDIAN
PAY	-8.23%	-7.98%
BONUS	-15.56%	-9.38%

Our gender pay gap for the period reported shows a mean and median pay and bonus gap which are both in favour of women in that our mean hourly rate for females is 8.23% higher than for males. In addition, our median pay rate is 7.98% higher than for males.

When comparing bonus for males and females, the mean bonus rate was 15.56% higher than males and the median was 9.38% higher than males.

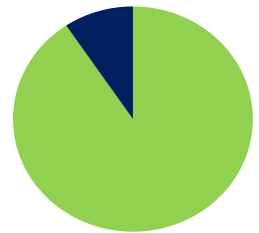
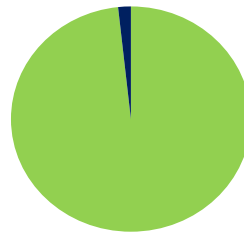
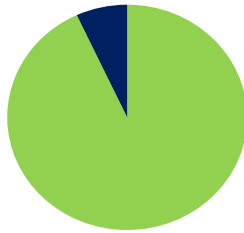
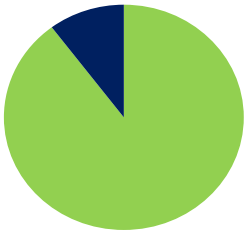
### Proportion of colleagues awarded a bonus in the period



## Proportion of males/females in each quartile pay band

The data below highlights that most females are represented in the upper and upper middle quartiles than in the lower middle and lower quartiles.

<u>Upper Quartile</u>		<u>Upper Middle Quartile</u>		<u>Lower Middle Quartile</u>		<u>Lower Quartile</u>	
MEN	WOMEN	MEN	WOMEN	MEN	WOMEN	MEN	WOMEN
89.74%	10.26%	93.10%	6.90%	98.29%	1.71%	90.60%	9.40%



As the founding Member of 'Think Logistics', Abbey Logistics Group remains committed to bridging the gap between young people and the logistics industry regardless of gender or diversity.

I confirm that the data within this report is accurate and published in accordance with the gender pay gap report guidance and regulations.



**Steve Granite**  
**CEO**