

2018 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 data as at 5th April 2018. At this date, Abbey employed 548 staff with 509 (92%) being male and 39 (8%) 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 81% of our total headcount.

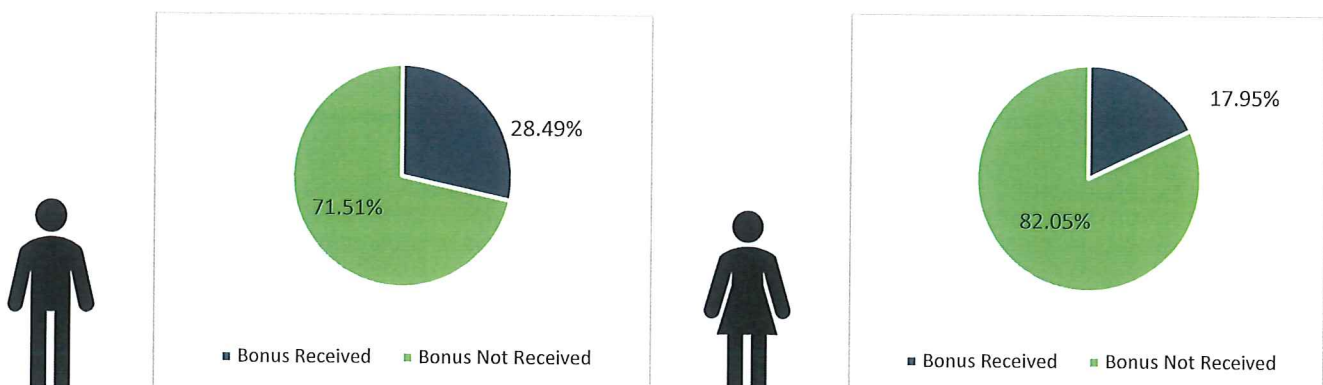
The mean gender pay gap is calculated by comparing the difference in the average pay of all men and women as separate groups.

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

Pay and Bonus Gender Gap

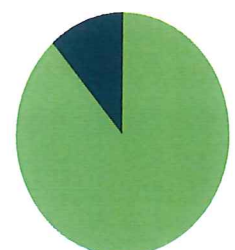
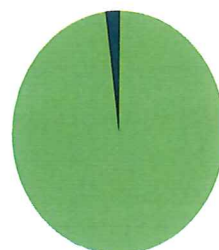
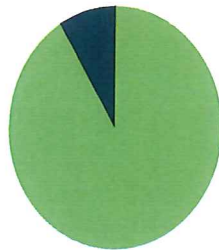
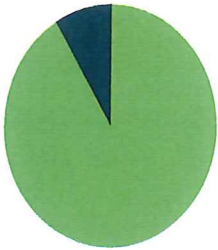
| | MEAN | MEDIAN |
|-------|--------|--------|
| PAY | -2.96% | -1.20% |
| BONUS | 24.35% | 40.48% |

Proportion of colleagues awarded a bonus in the period



Proportion of males/females in each quartile pay band

| Upper Quartile | | Upper Middle Quartile | | Lower Middle Quartile | | Lower Quartile | |
|----------------|-------|-----------------------|-------|-----------------------|-------|----------------|--------|
| MEN | WOMEN | MEN | WOMEN | MEN | WOMEN | MEN | WOMEN |
| 91.27% | 8.73% | 91.20% | 8.80% | 97.81% | 2.19% | 88.43% | 11.57% |



Action plan

Our 2019 Diversity and Inclusion training will ensure colleagues across Abbey Logistics have a greater understanding of the value of Diversity within our Organisation. We will continue to ensure the alignment of pay and benefits within each discipline. We have commenced a talent development programme across our business including leadership development to broaden our network of talent. Our 2018 Apprenticeship programme has been successful, and it is our intention to continue to seek ways of developing apprenticeship opportunities. This approach should allow us to create pathways to greater opportunities within Abbey Logistics for current and future colleagues regardless of gender. We will continue to review our recruitment policies, procedures and initiatives, seeking ways of achieving greater diversity across different roles within our organisation. As a Member of 'Think Logistics', Abbey Logistics Group remains committed to encouraging young people (regardless of gender or perception) to pursue a career within the logistics industry.

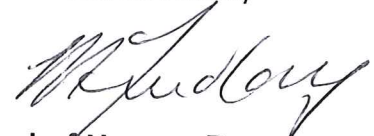
I confirm that the data within this report is accurate and published in accordance with the gender pay gap report guidance and regulations.

Steve Granite



Chief Executive Officer

Marcia Findlay



Head of Human Resources