

Abbey Logistics Group Limited Gender Pay Gap Report

5th April 2020

Gender Pay Gap

Abbey Logistics continue to provide leading logistics services across a wide variety of sectors. We are the UK's largest bulk food road tanker company specialising in liquids and powders distribution. We are also proud of our growing reputation in other tanker distribution sectors.

Our Gender Pay Gap Report is based on the snapshot date of 5th April 2020. At this date, Abbey employed 615 colleagues with 572 (92.5%) being male and 43 (7.5%) being female.

The Logistics Industry has historically employed a larger proportion of males than females in driving roles as traditionally it is more difficult to attract female candidates for HGV driver roles. Possible reasons for this are lack of flexibility, the standard of facilities when away from home and perception of Logistics as a male environment. Within Abbey Logistics Group, the largest proportion of our workforce are HGV Drivers and vehicle workshop colleagues. These roles account for 74% of our total headcount.

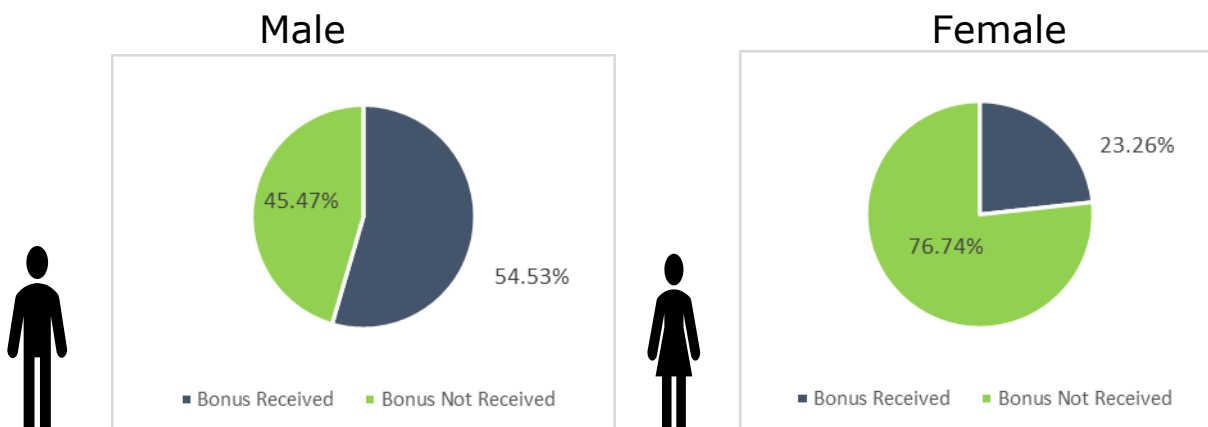
The mean gender pay gap is calculated by comparing the difference in the average pay of men and women as separate groups.

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.

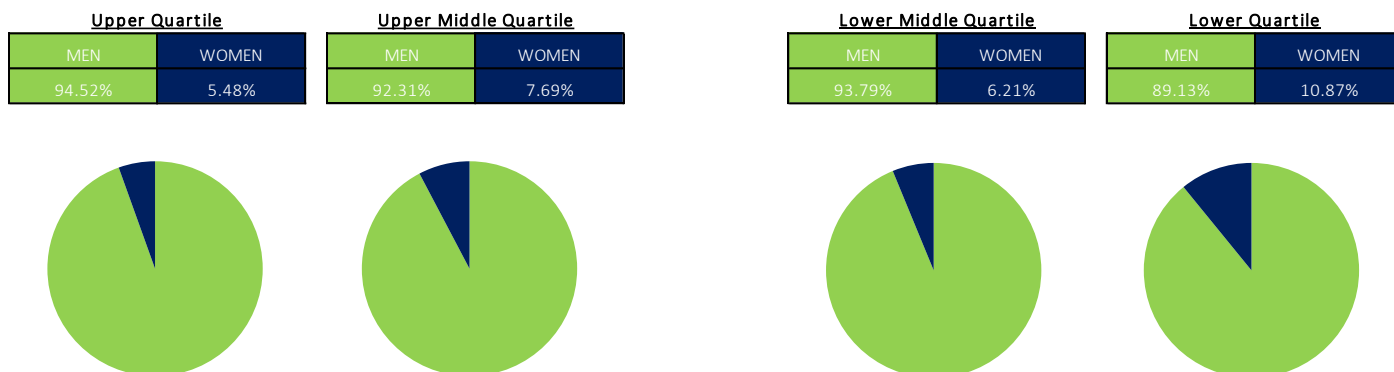
Pay and Bonus Gender Gap

	MEAN	MEDIAN
PAY	-2.72%	-2.63%
BONUS	23.60%	11.53%

Proportion of colleagues awarded a bonus in the period



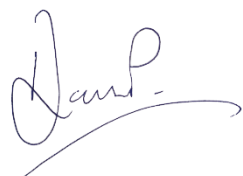
Proportion of males/females in each quartile pay band



Action plan

Over the last couple of years our business continued to deliver Diversity and Inclusion training including raising awareness of Modern Slavery. Our training ensures colleagues across Abbey Logistics have a greater understanding of the value of Diversity within our Organisation. We conduct annual pay reviews to ensure alignment of pay and benefits within each discipline. Our Apprenticeship programme continues to change perception about gender and talent within Logistics. We have implemented a talent development programme across our business including leadership development to broaden our network of talent. This approach will allow us to create pathways to greater opportunities within Abbey Logistics for current and future colleagues regardless of gender. Our recruitment policies, procedures and initiatives are reviewed annually. We continue to seek 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.



David Patten
Managing Director