

Abbey Logistics Group Limited Gender Pay Gap Report

Snapshot date – 5th April 2021

Gender Pay Gap Report

Abbey Logistics continue to provide leading logistics food and non-food 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 various tanker distribution sectors.

Our Gender Pay Gap Report is based on the snapshot date of 5th April 2021. At this date, Abbey employed 565 colleagues with 517 (90.72%) being male and 48 (9.28%) 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 these roles. Although the recent Driver shortage increased the number of female Drivers entering Logistics, the increase was insufficient to impact our gender pay gap. 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.

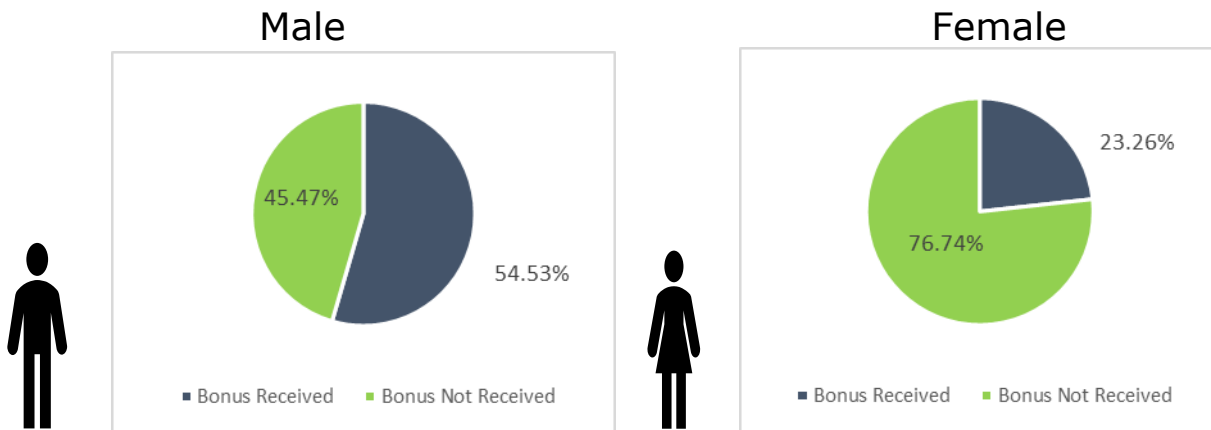
The median pay gap is calculated by comparing the difference in the hourly rate of pay for the respective man and woman at the mid-point of the group.

Regarding the bonus – In 2020 due to COVID-19 we decided to pay our drivers a bonus (based on certain criteria) to recognise their contribution throughout the pandemic lockdown. As most of our drivers are male, this bonus is reflected in our data during the 2020-2021 period and has impacted the pay differential when compared to last year.

Pay and Bonus Gender Gap

	MEAN	MEDIAN
PAY	2.53%	5.25%
BONUS	6.75%	57.14%

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 introduced a training plan to encourage new Drivers from the female population into Logistics. We continue to monitor salaries to ensure equality across our workforce. Our Diversity and Modern Slavery training continues periodically to ensure colleagues have a greater understanding of the value of Diversity within our Organisation. We have various methods of communication allowing colleagues to raise any concerns they may have (without retribution) about Diversity and/or Modern Slavery. We conduct annual pay reviews to ensure alignment of pay and benefits within each discipline and across the sector. Our Apprenticeship programme continues to change perception about gender and talent within Logistics. Our virtual intern programme was a huge success. This approach allowed us to reach a wider network of young people who wouldn't ordinarily consider Logistics as a career. We plan to relaunch our talent development programme across our business. This programme will include leadership development. It will enable us to broaden our network of talent (regardless of gender or ethnicity) and create pathways to greater opportunities within Abbey Logistics for current and future colleagues. We will continue to review our recruitment procedures annually. Our continued partnership with 'Think Logistics' and 'Career



Ready', demonstrates our commitment to encouraging young people (regardless of Gender or ethnicity) to pursue a career within logistics.

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

A handwritten signature in black ink, appearing to read 'David Patten'.

David Patten
Managing Director

A handwritten signature in black ink, appearing to read 'Marcia Findlay'.

Marcia Findlay
Human Resources Director