



# Gender Pay Gap Report April 2020

## Under UK government regulation, Gist Limited is required to annually report its Gender Pay Gap.

The Gender Pay Gap shows the difference in average pay between women and men in Gist, irrespective of the job they do. It does not measure equal pay, which relates to the amount women and men are paid for the same or similar work.

### Key Observations

The male average rate of pay decreased by 2.3% and the female average rate of pay decreased by 0.5%, reducing the mean pay gap by 2%.

For the first time the pay gap in the non-banded group has not driven the overall statistic. This pay gap increased from 8% to 9% as a result of the average female rate of pay remaining unchanged and the average male rate of pay increasing by 1%.

The mix of roles undertaken within the organisation by each gender has driven the pay gap result.

Some of the trends identified in 2019 have impacted this year's pay gap figures:

- The proportions of the type of non-banded roles and the trend towards a growing proportion of females undertaking warehouse based roles.

- A number of the senior roles occupied by men were vacated, reducing the number of males in the higher earnings brackets.
- Increased numbers in non-banded and Band 1 roles on new contract terms has reduced average hourly rates over time and may continue to have a greater impact on pay figures in the future.
- Significant organisational changes in 2020 will impact the makeup of pay gap reporting in 2021.

We remain proud of our management development programmes where women are strongly represented.

We will remain focused on attracting and developing our talent in a way which supports the continued progression of more diverse teams.

We are committed to ensuring all of our employees, male or female, are treated fairly, including in relation to recruitment, pay and benefits.

### Opportunities & Recommendations

- Retention: We will conduct and record all exit interviews for female employees within graded managerial roles, to

capture any trends or insights.

- Support & Coaching: We will conduct a full review of our flexible working and family-friendly policies and understand what opportunities are available to graded and managerial roles. Currently there are limited flexible working options available this area. 4% of graded roles are classified as part time working.
- We will understand and develop a method by which flexible working options can be recorded.
- We will continue to annually benchmark with a continued focus on gender equality and safeguarding around gender pay gaps.
- We will explore with a view to implement employee networks in head office to broadly discuss gender specific topics.

We are committed to measuring and tracking these recommendations to see if retention and recruitment are better placed.

We will continue to proactively review our Gender Pay Gap and identify opportunities to make further progress.

**Michael Chambers**  
Chief Executive



# TRANSFORMING SUPPLY CHAINS

## Gist's figures - Snapshot date: 5 April 2020

Using the calculations stipulated by the Government, Gist's figures are:

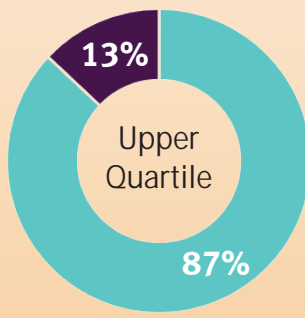
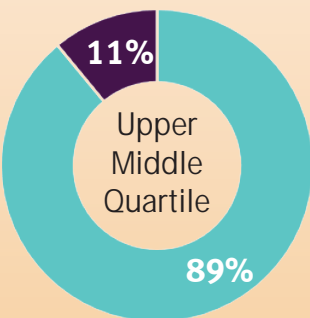
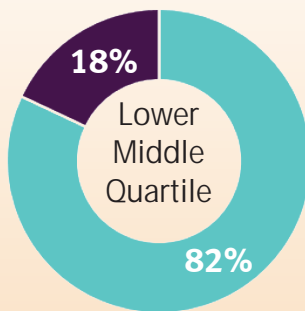
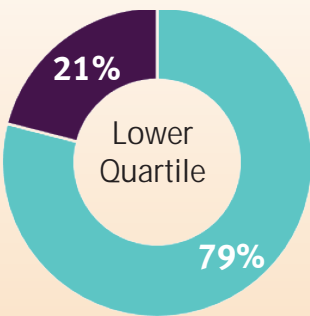
**Pay Gap** Difference (hourly) between men and women.

Mean: **5%** Median: **11%**

We have increased the number of women in senior roles within our business in 2020.

**Pay Quartiles** Proportion of male and female employees according to quartile pay bands.

● Male ● Female



**Bonus Pay Gap** Bonus Pay difference between men and women.

Mean: **-4%** Median: **0%**

Proportion of female employees receiving a bonus: **71%**

Proportion of male employees receiving a bonus: **78%**

Gist's management workforce is made up of a higher percentage of men than women. This has impacted the mean Bonus Pay Gap.

## How the figures are calculated:

