



# GIST

## Gender Pay Gap Report April 2018

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.

Gist's Gender Pay Gap results are impacted by our ratio of male to female employees. This ratio is representative of the transport and logistics sector.

We are committed to ensuring all of our employees, male or female, are treated fairly, including in relation to recruitment, pay and benefits. As a result, we have noted the following measurements and processes:

- Our early talent schemes are successfully attracting a greater number of women to our business. As a result of our advertising strategy and focus on behavioural lead assessment, 40% of our graduate population is now female.

- We are delighted to have seen the number of women within our business increase in 2018. Our recruitment and selection process remains standardised for all roles.
- Gist's Reward strategy provides a clear framework and set of principles that ensures all employees are treated fairly in relation to pay and benefits.
- Annual benchmarking with the external marketplace enables us to make adjustments as necessary, ensuring our pay rates remain competitive.
- Benchmarking data is utilised for all new hires and promotions in management positions.
- Employees in non-management roles are largely employed on contracts with spot rates which removes a variance in gender pay.

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

**Martin Gwynn**  
Chief Executive

**Lynn Brown**  
HR Director



# TRANSFORMING SUPPLY CHAINS

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## Gist's figures - Snapshot date: 5 April 2018

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

### Pay Gap

Difference (hourly) between men and women.

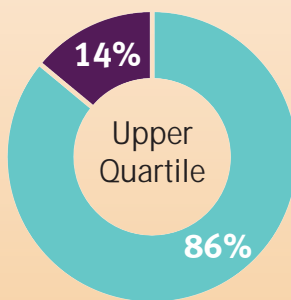
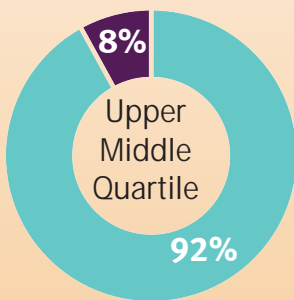
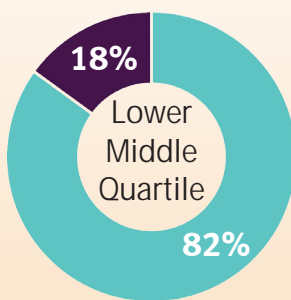
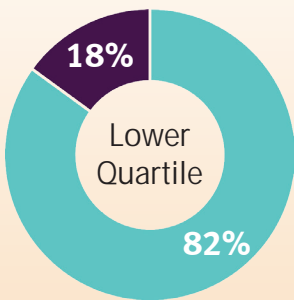
Mean: **9%** Median: **12%**

Gist's Gender Pay Gap can be attributed to the larger proportion of men employed by Gist compared to women, which is consistent with, and representative of, the logistics sector.

### 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: **16%** Median: **1%**

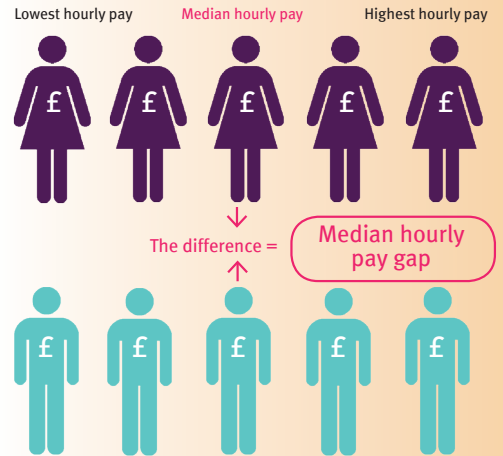
Proportion of female employees receiving a bonus: **70%**

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

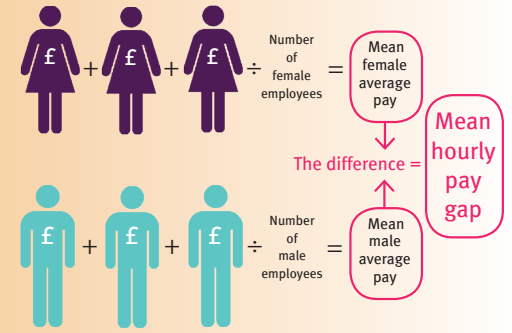
Gist's management workforce is made up of a higher percentage of men than women. This has impacted the mean Bonus Pay Gap.

## How the figures are calculated:

### Median:



### Mean:



### The quartiles:

