



Gender Pay Gap Report

April 2019



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.

In 2019, both our mean hourly wages pay gap and our mean bonus pay gap reduced. We have once again seen the number of women in our business increase which continues to delight us. In particular, we have been successful in attracting more women into our operational roles.

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.

As a result, we have noted the following measurements and processes:

- We continue to use standard recruitment and assessment processes in all of our recruitment activity to bring new talent into our business.
- 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

CUSTOMER PARTNERSHIP EXCELLENCE INNOVATION PEOPLE

Gist's figures - Snapshot date: 5 April 2019

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

Pay Gap

Difference (hourly) between men and women.

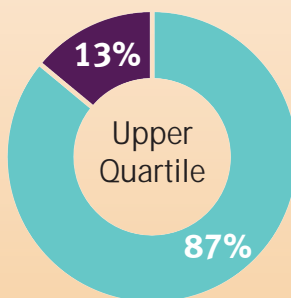
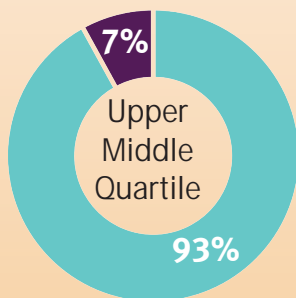
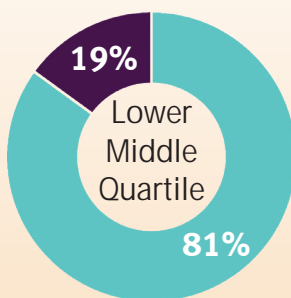
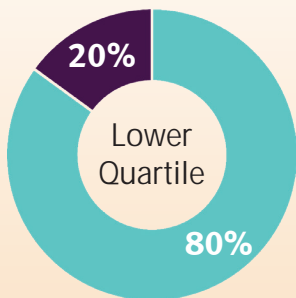
Mean: **7%** Median: **12%**

We have increased the number of women in senior roles within our business in 2019.

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: **11%** Median: **0%**

Proportion of female employees receiving a bonus: **73%**

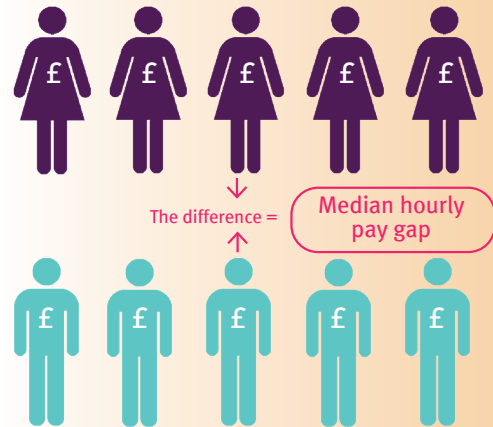
Proportion of male employees receiving a bonus: **79%**

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

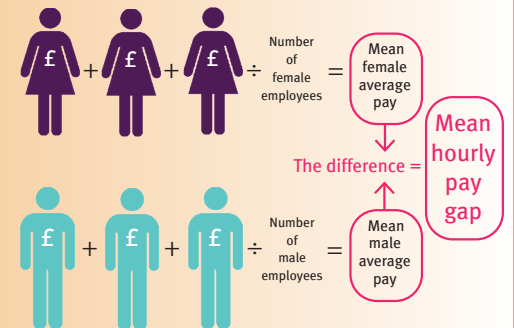
How the figures are calculated:

Median:

Lowest hourly pay Median hourly pay Highest hourly pay



Mean:



The quartiles:

