



## TRANSFORMING SUPPLY CHAINS

CUSTOMER PARTNERSHIP EXCELLENCE INNOVATION PEOPLE

# Gender Pay Gap Report April 2017



Gist Limited is required to annually report its Gender Pay Gap under the UK government's new regulation.

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, as reported by the UK Commission for Employment and Skills (UKCES).

We are committed to ensuring all of our employees, male or female, are treated fairly, including in relation to recruitment, pay and benefits, and have the following processes in place:

- Our early talent schemes, including apprenticeships, have been designed to encourage women to apply by broadening the entry criteria to include non-sector

- specific experience and qualifications.
- Our recruitment and selection process is standardised for all roles and based on a competency framework.
- 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.
- Approximately 3,500 employees are employed on contracts with spot rates which removes any 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



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## Gist's figures - Snapshot date: 5 April 2017

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

### Pay Gap

Difference (hourly) between men and women.

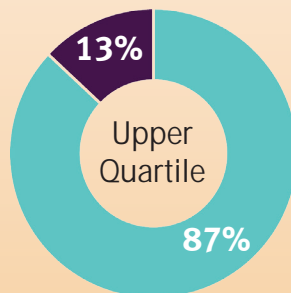
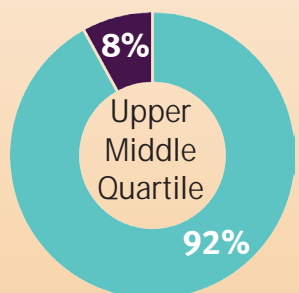
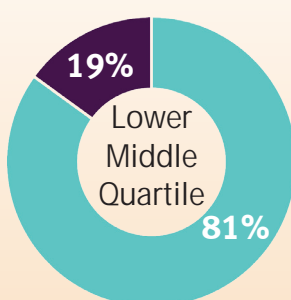
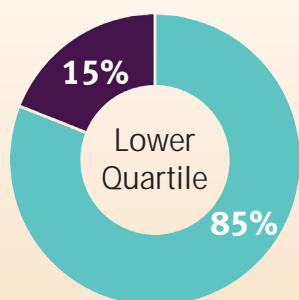
Mean: **5%** Median: **9%**

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: **-10%** Median: **0%**

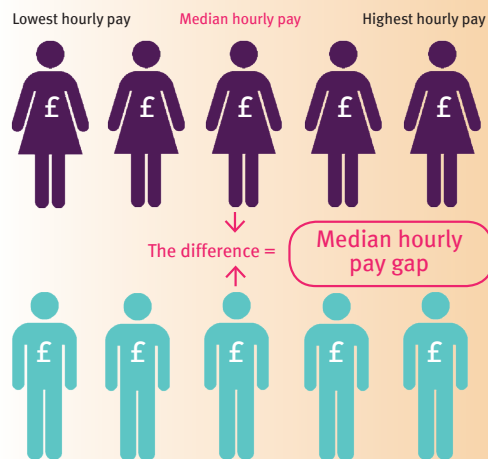
Proportion of female employees receiving a bonus: **67%**

Proportion of male employees receiving a bonus: **74%**

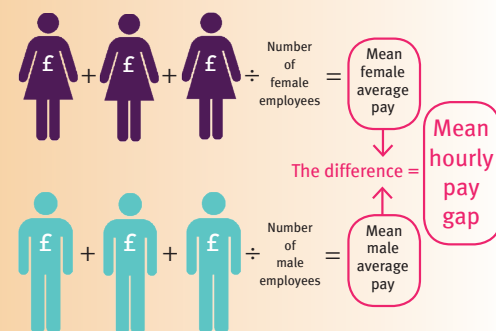
Gist's female workforce is made up of a higher percentage of management employees in comparison to our male workforce. This has impacted the mean Bonus Pay Gap.

## How the figures are calculated:

### Median:



### Mean:



### The quartiles:

