

# GENDER PAY GAP REPORT

Wincanton is a leading third party logistics (3PL) and supply chain solutions provider in the UK and Ireland. As the largest British logistics company we work in industry sectors as diverse as milk, defence, energy, retail, consumer goods and construction, supporting every stage of development and adding value through our supply chain expertise and innovative approach to logistics challenges. Our colleagues work across more than 200 sites across all regions of the UK and Ireland and we operate a more than 3,500 strong fleet of vehicles. We put our customers at the heart of everything we do and our mission is "to make our customers' business better, every day". This is the first time Wincanton is reporting its gender pay gap data under the new legislation. For the purposes of this report and in line with publication guidance our headcount (for all elements except for bonus calculation) is based on 15,230 colleagues. All information is based on a data snapshot from 5 April 2017.



**Wincanton is working to build a diverse workplace where every employee is valued**

The gender pay data we are publishing for the first time today is encouraging. However, along with many other organisations, we do have a gender pay gap. Our median gender pay gap is 7%, this reflects the fact that we have a higher proportion of men

than women in our workforce who are undertaking specific roles that attract higher pay, bonuses or allowances. Furthermore, our industry traditionally has a much greater proportion of men than women who work as HGV drivers, with almost a third of our colleagues being employed as drivers.

The logistics industry has historically been comprised of a high proportion of male workers, and therefore we are absolutely committed to building and improving diversity, as well as creating a culture where people can flourish in their careers regardless of their gender or any other attribute. In this regard, we have already made a number of changes to working practices ensuring that our people policies underpin our diversity agenda.

**At Wincanton, we are committed to ensuring employees in similar roles are paid equitably and we are also committed to narrowing the gender pay gap.**

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

**Jane Davies**, Group HR Director

## Gender pay and bonus gap

### THE OVERALL DIFFERENCE BETWEEN MEN AND WOMEN'S PAY

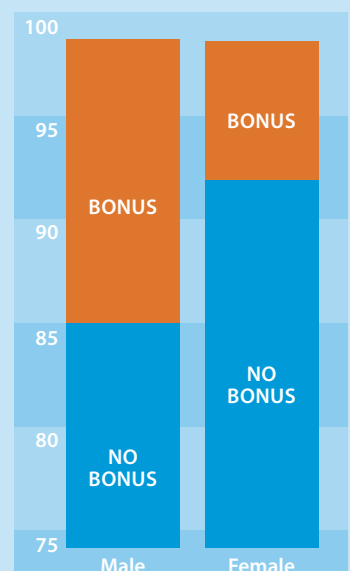
	Mean	Median
Hourly rate of pay	8%	7%
Bonus pay	1%	-5%

### UNDERSTANDING OUR GENDER PAY AND BONUS GAP

Our mean gender pay gap highlights that women's hourly rate of pay is 8% less than male colleagues. It also highlights that women's median hourly rate of pay is 7% less than male colleagues. The Office for National Statistics (ONS) published that in April 2017, the gender pay gap based on median hourly earnings for full-time employees was 9.1%. The net gender pay gap for all employees (full time and part time) was 18.4%. During the period from 6 April 2016 to 5 April 2017, 14.53% of male colleagues

received a bonus. This is compared with 7.08% of female colleagues receiving a bonus. However, although more men than women received a bonus during this period our data has highlighted that, on average, the difference between male and female bonus pay is 1%. Furthermore, our median bonus pay gap highlights that women's bonus payments were 5% higher than male colleagues.

### PROPORTION OF COLLEAGUES RECEIVING A BONUS



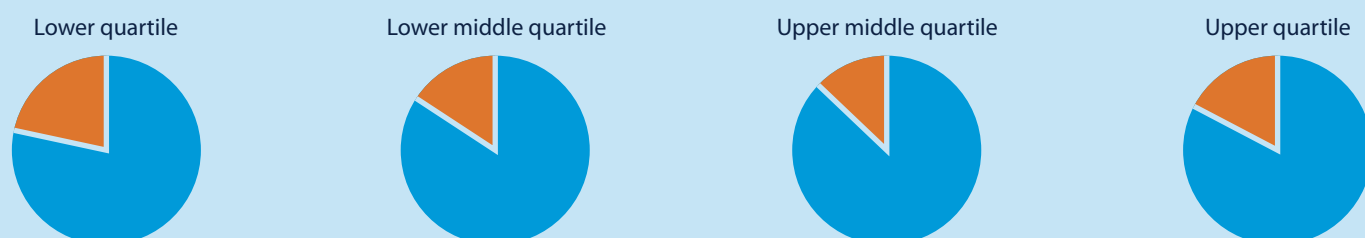
# Wincanton colleagues

The gender disposition of Wincanton colleagues is a significant contributing factor towards our gender pay gap. At the data snapshot date, Wincanton employed 12,718 male colleagues compared to 2,512 female colleagues. This demonstrates a larger weighting towards male colleagues, which is reflective of the historic composition of the logistics industry. To further understand the gender differences our organisation can be broken down into three key employment segments:

As an organisation, we are actively engaged in initiatives that promote a career in logistics to women and also to those in other under-represented areas. We recognise and embrace the benefits that a diverse workforce brings to our business and support all of our colleagues with equality and diversity training. Whilst seeking to achieve greater gender diversity across all job specialisms and levels of the organisation, we are committed to equal pay principles and to diverse, people friendly policies.



## Pay quartiles



Our pay quartiles show how many men and women are in each quarter of the payroll. In each pay quartile, it can be seen that male colleagues are the dominant gender which is consistent with the gender disparity across the logistics industry. The lower pay quartile has the highest percentage of female colleagues employed (21%). Within this quartile professions such as warehouse operatives, customer services advisors and administrators will typically be found. Females have the lowest representation in the upper middle and upper quartiles (14% & 15% respectively) which typically includes professional, management and executive roles.

## Taking action

We are committed to further narrowing our gender pay and bonus gaps in the coming years. We believe that focussing our efforts in the areas outlined below will support us to achieve greater pay parity.

### Diversity and inclusion

- Ensure continued focus is placed on equality and diversity training for colleagues. Expanding programmes to educate all colleagues on unconscious bias.
- Ensure that all working practices as well as reward and benefits are attractive and flexible to encourage women to join and remain with the Company.

### Talent development

- Wincanton runs a comprehensive Talent Development programme. Our support ranges from early careers and development through to senior leadership and executive development. Through our Apprenticeship, Graduate and Leadership development programmes we can broaden the support we provide to help colleagues develop skills in practical and specialist areas. In addition to this, we are working to build a talent pipeline and career pathways, underpinned by diverse, people friendly policies, that enables all colleagues to develop their career from an entry level role to a management position.

### Recruitment

- Ensure that equal opportunities are provided for male and female candidates and that recruitment processes are free of discrimination.

- We will continue to regularly review our recruitment policies and practices to ensure they enable us to eliminate bias.

### External partnerships

- Continue to support Everywoman who are dedicated to developing female talent and advancing women in business.
- Maintain active participation in logistics forums and to highlight the opportunities that exist in the sector for women.
- Wincanton is a founding sponsor of NOVUS and it is an initiative that Wincanton has proudly partnered for a number of years. NOVUS are part of the Chartered Institute of Logistics and Transport (CILT UK), and are committed to increasing the awareness and changing the perception of logistics. One way that Wincanton supports NOVUS is by hosting undergraduate students annually to provide them with practical and first-hand logistics experience.

**Adrian Colman**  
Chief Executive Officer

**Jane Davies**  
Group HR Director