

# Gender pay gap report Wincanton plc



## GENDER PAY GAP REPORT

Wincanton is a leading third party logistics (3PL) and supply chain solutions provider in the UK. As the largest British logistics company we provide supply chain solutions to some of the world's most admired brands across a wide range of industries including retail, construction, defence and energy. Our Pullman Fleet Services business provides commercial vehicle repair and maintenance in the UK.

Our colleagues work across more than 200 sites in all regions of the UK. We put our customers at the heart of everything we do and our mission is "to make our customers' business better. Every day".



Wincanton continues to build a diverse workplace where every employee is valued. There are areas of our business where women are under-represented and during 2018 Wincanton have established workstreams to investigate how we can attract women into these roles.

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.

**Gary Elliott**, Interim Group HR Director

### Measuring the pay gap

When referring to the pay gap, it's important to understand what we're looking at. For clarity the gender pay gap is a measure used to describe the difference in the average pay of female and male colleagues. The measure does not take into account the specific roles they hold, this measure is different to 'Equal Pay' which refers to comparing individuals who do the same or similar work. The gender pay gap is calculated using the two separate methods; median and mean.

#### HOW WE CALCULATE THE MEDIAN DIFFERENCE



#### HOW WE CALCULATE THE MEAN DIFFERENCE



### Pay quartiles

#### UNDERSTANDING OUR GENDER PAY

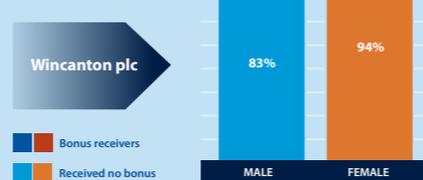
In 2017 the Wincanton plc Gender Pay Report showed that the mean and median gender pay gaps were 8% and 7%, and the mean and median bonus pay gaps were 1% and -5%, respectively. During the course of 2018 we reviewed the data used to calculate these numbers and it

### Gender pay and bonus gap

For the purpose of the report and in line with publication guidance our headcount for England, Scotland and Wales (for all elements except for bonus calculation) is based on 15,520 colleagues. All information is based on a data snapshot from 5th April 2018.

Wincanton plc		
Hourly pay gap	Mean	8%
	Median	10%
Bonus pay gap	Mean	47%
	Median	3%

#### PROPORTION OF COLLEAGUES RECEIVING A BONUS



was identified that there was an error in the methodology whereby we inadvertently did not include the income from share-based schemes in the calculations.

The data reported for the gender pay gaps should have shown a mean of 4% and a median of 7%, and the bonus pay gaps should have shown a mean of 39% and a median of -4%.

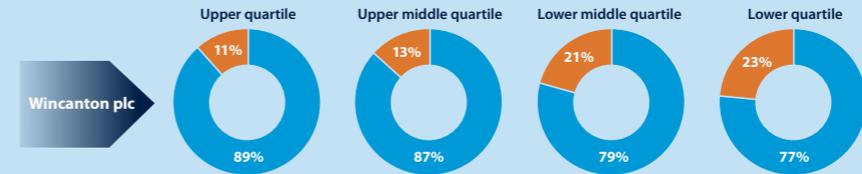
#### Understanding our gender pay continued

The mean and median gender pay gaps for 2018 are 8% and 10% respectively. The mean is slightly below the national figure published by the Office for National Statistics, in October 2018, of 8.6%.

In terms of bonus pay, in 2018 the mean gap was 47% and the median bonus pay gap was 3%. Our mean bonus pay gap is driven by the higher

bonus opportunities for more senior positions, which are currently filled by more men than women. Our median bonus pay gap is more reflective of our approach to bonus awards across the organisation.

Our 2018 report shows a small increase in the overall number of female colleagues at Wincanton plc from 2512 in April 2017 to 2659 in April 2019.



### Taking action



The logistics industry has a history of attracting many more males than females. At Wincanton we continue to work on finding ways to redress this imbalance, specifically into our front-line operations. Wincanton are committed to making positive changes to activities that are deemed to negatively impact gender pay differentials, and are currently in the process of review several key processes to ensure they support fair pay decisions. Within this in mind, exploration is underway on how flexible working can be used smartly to meet business needs while attracting underrepresented groups into Wincanton's frontline teams.

We are very pleased to know from our engagement survey, that the environment we have created is already highly engaging for our female colleagues, but we are determined to continue working in this area.

We're committed to continually seeking out and implementing initiatives to promote careers in logistics for underrepresented groups across the UK and Ireland, including the monitoring and driving out areas of unconscious bias within our internal processes.

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 gender diversity across all jobs, specialisms and levels of the organisation, we are committed to equal pay principles and to diverse, people friendly policies.

### Statutory disclosure

Statutory reporting requires us to report separately all legal employing entities with more than 250 employees. Within Wincanton plc Group there are two companies, Wincanton Group Limited and Wincanton Pullman Fleet Services Ltd. Below you will see the detail for these entities together with those for the overall Group.

Wincanton plc			Wincanton Group Ltd			Wincanton Pullman Fleet Services Ltd					
Gender pay gap	Median	10%	Median	10%	31%	Median	31%	30%			
	Mean	8%	Mean	7%	Mean	30%	30%				
Proportion of employees receiving a bonus	Male	17%	Male	17%	Male	4%	4%				
	Female	6%	Female	6%	Female	6%	6%				
Gender bonus gap	Median	3%	Median	2%	Median	81%	81%				
	Mean	47%	Mean	46%	Mean	90%	90%				
Proportion of employees in each pay quartile	Pay quartile	Male	Female	Pay quartile	Male	Female	Pay quartile	Male	Female		
	Lower	77%	23%	Lower	77%	23%	Lower	50%	50%		
	Lower middle	79%	21%	Lower middle	79%	21%	Lower middle	81%	19%		
	Upper middle	87%	13%	Upper middle	87%	13%	Upper middle	92%	8%		
	Upper	89%	11%	Upper	88%	12%	Upper	98%	2%		
Number of employees		Male	Female	Number of employees		Male	Female	Number of employees		Male	Female
		12,861	2,659			12,482	2,565			379	94

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