



# GEODIS UK

## GENDER PAY GAP REPORT



We welcome and support the government's initiative to report the gender pay gap and what it sets out to achieve. This is a great opportunity for transparency and to better understand the challenges ahead of us. We value diversity and are committed to build and promote an inclusive culture in line with the GEODIS Group policies, values and commitment.

## LEGISLATIVE REQUIREMENTS

- » All companies with 250 or more employees on 5 April 2017 are required to publish specific gender pay information:
  - Mean and median gender pay gap
  - Mean and median gender bonus gap
  - Proportion of males and females receiving a bonus
  - Proportions of males and females by quartile pay band
- » Figures for each legal entity with at least 250 employees must be calculated and reported separately
- » The median and mean gender pay gap is based on hourly rates of pay as at snapshot date, 5 April 2017
- » The mean and median gender bonus gap considers bonus payment received in the 12 months leading up to snapshot date
- » Pay quartiles represent the proportion of men and women in four pay bands when we split our workforce in four equal parts.

## WHAT IS THE GENDER PAY GAP

The gender pay gap is a measure of the difference between the average earnings of men and women across an organisation. The gender pay gap differs from equal pay. Equal pay relates to equal pay for equal work between men and women. The gender pay gap currently stands at 19.2% in the UK.



# WHAT IS THE GENDER PAY GAP AT GEODIS UK?

## Mean and Median gender pay gap:

### MEAN

-4.1%

The **mean gender pay gap** shows the difference in average hourly rates of pay that male and female employees receive. This gives an overall indication of the gender pay gap by taking all rates of pay and dividing by the total number of employees in scope.

### MEDIAN

-11.9%

The **median gender pay gap** shows the difference in the midpoints of the ranges of hourly rates of pay for men and women by recording individual rates of pay from lowest to highest and comparing the middle value.

## Mean and Median gender bonus gap:

### MEAN

-74.9%

The **mean gender bonus gap** is the difference in average bonus pay that male and female employees receive.

### MEDIAN

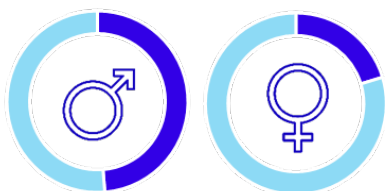
9.1%

The **median gender bonus gap** shows the difference in the midpoints of the ranges of bonus pay received by men and women.

## Proportion of males and females receiving a bonus:

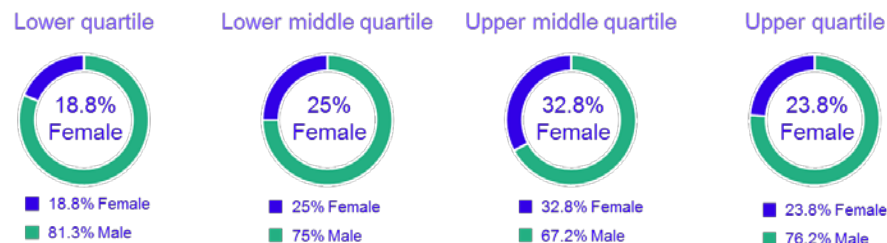
This is the percentage of men and women who received a bonus pay in the 12 months leading to the snapshot date of 5 April 2017

Male 48.7% Female 20.3%



## Proportion of males and females in each pay quartile band:

This is the percentage of male and female employees in four quartile hourly rate pay bands ranked from lowest hourly rate to the highest hourly rate. It is done by dividing the workforce into four equal parts



# WHY DO WE HAVE A GENDER PAY GAP AT GEODIS UK?

## Analysing the industry and our organisation

GEODIS UK is committed to providing equal pay for equal work, regardless of gender. We take a gender-neutral approach when determining the pay grade for roles at all levels, which is regularly monitored and supported with our global equality and diversity policy, Equalis (see below for more information).

Diversity is vital within any business or organisation and at GEODIS UK we recognise that through promoting and supporting diversity the organisation benefits from a more innovative and productive workforce.

Historically, roles within the transport, warehousing and logistics sector have typically been associated with males and this is reflected in our organisation today where 75% of employees are male and 25% are female.

However, we work hard to encourage more females to consider roles typically dominated by males, such as warehouse and driver positions. This is evident in our newest sites which demonstrate **a male to female ratio of 60:40.**

### Equalis – a collective commitment to diversity

For a group such as Geodis, which operates in over 120 countries, cultural diversity is both a given and a strength. As part of our corporate social responsibility we are duty bound to strengthen our commitment to professional equality and diversity. And this is what the Equalis policy is about. It was launched to attract and gain the loyalty of talented individuals regardless of their gender, age, origin, religion, physical appearance or difference.

The Equalis policy, coordinated by the Group Human Resources Department, consists of an action plan focused on improving the access of women and employees with diverse backgrounds to leadership positions, enhancing the careers of older employees, helping young people from a range of backgrounds to join the professional world, and employing and maintaining in employment people with disabilities.

Our determination to keep moving forward is reflected in our membership in Arborus, a European endowment fund for professional equality, alongside other major international groups, and in our work to obtain the GEES-GEIS professional gender equality label in France, Germany and the UK. But above all, it is our collective commitment – starting with that of our managers – that constitutes our biggest strength in successfully meeting the challenge of diversity.



# WHY DO WE HAVE A GENDER PAY GAP AT GEODIS UK?

## Analysing the figures

In GEODIS UK, we have a mean gender pay gap of **-4.1%**, therefore our average hourly rates of pay are higher for female employees. This is, however, due to the structure of our workforce – our blue collar positions are predominately held by males.

The ratio of employees receiving bonuses; **48.7% male vs. 20.3% female**, is due to a higher number of males employed in warehouse and driving roles which would typically receive a monthly bonus based on productivity.

Our median bonus gender gap is at **9.1%**, which again is a result of the higher number of males in blue collar positions within the company.

Our mean bonus gender gap of **-74.9%** reflects that we have a higher proportion of female bonus earners in professional and managerial roles, and that those roles, in general, offer enhanced bonuses.

The proportion of males and females in each pay quartile is largely descriptive of our overall male to female ratio of **75:25**. The greater number of women in the upper-middle quartile results in the figures detailed above.

We face a challenge in addressing our gender bonus gap, which could be achieved by balancing the proportion of men and women in our operational roles within the business.

This will take time as more work needs to be done within our business and industry sector to encourage women to consider roles that have traditionally been held by men.

We must continue to take active steps to create an inclusive environment and encourage career development through internal promotions, training and development programmes as well as a wide range of apprenticeship opportunities.