

GEODIS Wilson UK Ltd 2017 Gender Pay Report



With a global reach and a presence in 67 countries, GEODIS is one of the world's largest freight forwarding companies. We deliver your goods through multi-modal transportation (sea, air, road or rail), value-added services and effective customs brokerage services to ensure the fastest delivery at destination.

GEODIS Wilson is one of the divisions of the GEODIS Group.

GEODIS Wilson provides freight management and other value added services throughout out the United Kingdom.

GEODIS is committed to promoting equality of opportunity for all employees and job applicants. We aim to create a working environment in which all individuals are able to make best use of their skills in which all decisions are based on merit. As part of our corporate social responsibility, we are duty bound to strengthen our commitment to professional equality and diversity.

This is our first gender pay report to be published and we will continue to do so each year and review content for areas to review alongside agreeing any action points as needed.

The Gap in Pay



As part of the Gender Pay UK guidelines, we have captured data from the overall employees as at the required snapshot date (5th April 2017). The total employees at this time was 401.

From these, 353 were classed as 'full pay' relevant employees, of which the hourly pay rate for the gap in pay is based.

For Information:

- Gender pay reporting does not take account of differences in salaries paid to employees due to location, seniority, hours of work (i.e. full time and part time included), length of service and age (i.e. apprentices)
- A positive % difference indicates a higher difference for men compared to women; a negative number will mean the reverse
- Where shown, the Mean is the average and the Median is the middle value between highest to lowest.

Hourly pay rates

This table below shows our mean and median hourly Gender Pay Gap hourly rates between men and women.

	Mean hourly pay	Median hourly pay
Men	20.28	16.05
Women	17.40	16.05
% Pay Gap	14.20%	0%

The difference in the mean hourly pay, paid to male and female employees is 14.20%, which is **below** the national average of 17.4%. The median is 0%.

Reasoning for the mean-gap in pay:

- Our warehouse employees including drivers (drivers were employed at the time of the snapshot, however have since left GEODIS employ) are mainly males. Women in the office cover most part-time jobs and if employed in the warehouse, are less likely do to work unsocial hours of which shift allowance is paid. Shift allowance is included in the data.
- There are more men in Senior higher-paid roles within our business
- Other factors that will affect the pay gap are complexity/experience within roles, length of service, location and age.

From 353 full pay relevant employees, 229 employees (65%) are male and 124 employees (35%) are female. From the 229 male employees only 3 are part-time and from the 124 female employees 20 are part-time.



The Gap in Bonus Pay & Proportion of eligible employees receiving a bonus

For the 12 months period ending 5th April 2017, we had 398 employees of which 255 were men and 143 were women. From the 255 male employees 184 received bonus and out of the 143 women, 124 female employees received bonus. (I.e. some not eligible)

Bonus Pay rate

This table below shows our mean and median bonus GPG rates between men and women.

	Mean bonus pay	Median bonus pay
Men	690.36	457.50
Women	778.69	446.25
% Bonus Gap	-12.79%	2.46%

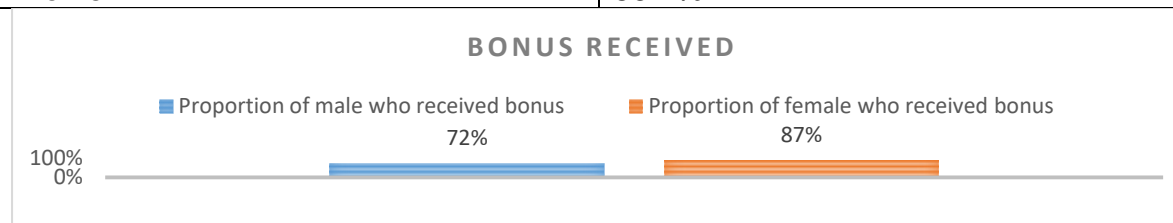
Although the number of men who received bonus is higher than women, the proportion (72%) of men who received bonus is lower than the proportion (87%) of women who received bonus. As a result, the mean bonus gap on average shows as positive for women. However, the median bonus gap (2.46%) is also very low.

Proportion of eligible employees receiving bonus

Referring to the below chart, the proportion of women who received bonus is higher. Based on the policy at the time, all employees with less than 6 months service and those that have received a disciplinary within the company financial year are ineligible for bonus. The differences in the proportion of men and women receiving a bonus will be due to more men than women falling into the ineligible categories within the 12 months period ending 5th April 2017.

As it shows, we are confident that equal opportunity is provided to both our women and men within our business when looking at employee performance and rewards.

Men	72%
Women	86.7%



As an employer, we are committed to ensure that our pay and bonus details are fair across the whole business.

We will continue to review our recruitment options to encourage a fair proportion between males and females in senior roles and ensure equal opportunities within our annual performance bonus.

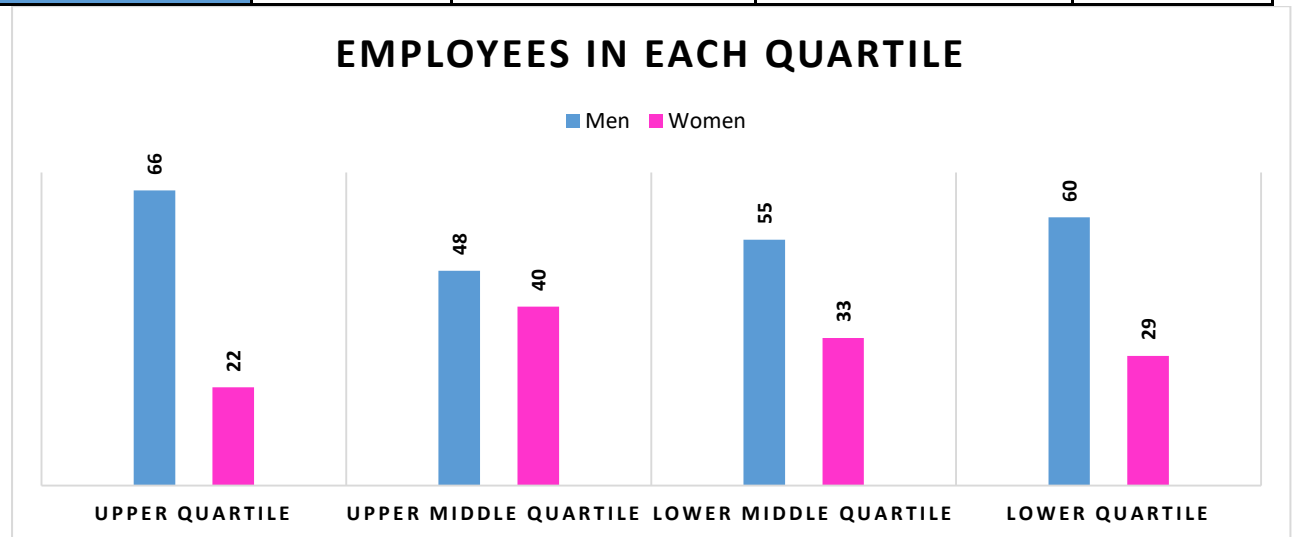
The Pay Quartiles

Pay Quartiles

A quartile splits our employees into 4 sections from highest to lowest paid. This table shows the gender distribution in each quartile.

Proportion of men and women in each pay quartile.

	Upper Quartile	Upper Middle Quartile	Lower Middle Quartile 3	Lower Quartile
Men	75%	54.55%	62.5%	67.42%
Women	25%	45.45%	37.5%	32.58%

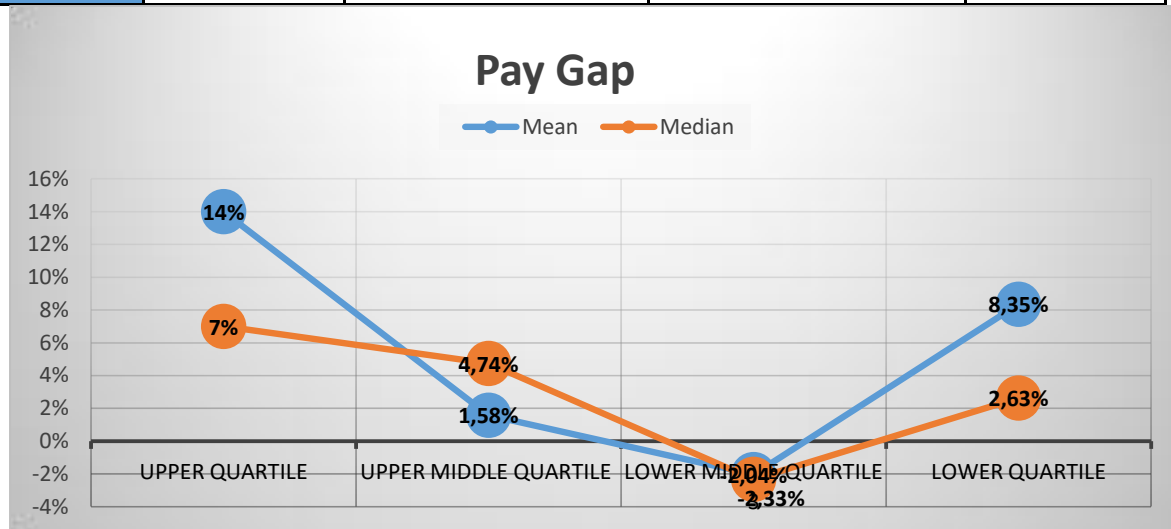


The gender pay gap across the quartile is:



(A positive number indicates men earn more than women do; a negative number will mean the reverse)

	Upper Quartile	Upper Quartile	Middle	Lower Quartile 3	Middle	Lower Quartile
Mean	14%	1.58%		-2.04%		8.1%
Median	7%	4.74%		-2.33%		2.63%



Most of the senior employees are male in the upper quartile, 75% are male whilst only 25% are female. We have more men than women in our top quartile pay band, however we also have more men in our lower quartile pay band, which further indicates that as a company we tend to attract currently more men than women in certain areas of our business.

Majority of our women are in the upper and lower middle quartile. As we can see from the above graph, the mean gap between men and women in the upper middle quartile is very low, 1.58%, whilst the mean gap (-2.04%) in lower middle quartile could indicate that women in this group earn more than men.

Summary



We will continue to review our Gender pay focus areas where needed, however we are pleased that our gap is not extensive and is mainly connected to certain areas of the business or specific roles and we can focus on these accordingly.

Our Action Plan will

- Include reviewing succession plans to our senior roles and encourage females to work towards these positions whilst also reviewing flexible working that offers sustainable solutions in both senior roles and in the warehouse.
- Ensure equal participation of women in all areas of work, at all levels and locations, ensuring equal access to the same recognition, reward and career progression opportunities.
- Continue to ensure staff are rewarded fairly regardless of gender, and therefore giving them an equal opportunity to succeed.

