



GEODIS FF United Kingdom Ltd 2018 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 goods through multi-modal transportation (sea, air, road or rail) and customs brokerage services to global destinations.

GEODIS FF United Kingdom Ltd is one of the divisions of the GEODIS Group and provides freight management and other services throughout 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.

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 2018). The total employees at that time were 364.

From these, 331 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, 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. The mean is a useful measure as it includes the highest and the lowest rates of pay.

Hourly pay rates

This table below shows our mean and median hourly Gender Pay Gap rates between men and women. This is based on all full pay relevant employees, including senior management, full time and part time employees whether being on permanent or fixed term contract.

	Mean hourly pay	Median hourly pay
Men	27.18	17.78
Women	20.40	17.82
% Pay Gap	25%	-0.2%

The difference in the mean hourly pay, paid to male and female employees is 25%. This means that on average men within Geodis FF United Kingdom Ltd earn 25% more than women. However, Divisional Head Office employees (who are all male) are administered on the UK payroll and receive senior management remuneration which skews the Gender Pay Gap.

When comparing the 'midpoint' rate for all men and all women, the difference is only -0.2% in favour of women. This is below the national median average of 18.1%.

Other reasoning for the mean-gap in pay:

From 331 full pay relevant employees, 199 employees (60%) are male and 132 employees (40%) are female. From the 199 male employees only 1 is part-time and from the 132 female employees 19 are part-time.

- Most warehouse employees are male, furthermore most part time jobs in the office are mainly covered by female employees. Female employees are less likely to work unsocial hours for which shift allowance is paid. Shift allowance is included in the data.
- There are more men in higher-paid roles within our business from the level of managers and above.
- Other factors that will affect the pay gap are complexity/experience within roles, length of service, location and age.

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

The bonus mean and median pay gap percentages in this year's report is high. This is due to:

1. Only managers/ directors' bonuses are recorded for this report
2. Employees' (non-senior) bonuses were paid in December 2016 which falls outside the 12 months period ending 5th April 2018
3. Although employees' (non-senior) received bonuses on the 27th April 2018, this is not included in the report as the 12 months period ends on the 5th April. Any data from the 6th April 2018 will be included in the 2019 Gender bonus gap report.

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 (only Managers Directors)	£14,780.4	£3,813
Women (only Managers Directors)	£4,279.08	£2,707.04
% Bonus Gap	71%	29%

For the 12 months period ending 5th April 2018, we had 357 employees of which 214 were men and 143 were women. Managers and directors bonuses were paid within this period, however annual bonuses paid at the end of April falls outside the period ending 5th April 2018. 41 male and 13 female employees received bonuses.

The proportion (19%) of men who received bonus is higher than the proportion (9%) of women who received bonus. As a result, the mean bonus gap on average shows as 71% bonus gap. The median bonus gap is 29% against women.

Proportion of eligible employees receiving bonus

Referring to the below chart, the proportion of men who received bonus is higher. We are confident that equal opportunity is provided to both our women and men within our business and understand that the cause of the differences in the proportion of men and women receiving a bonus is due to more men being employed within a senior/managerial role than women.

Men	19%
Women	9%

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 where possible and offer all possible career opportunities to all our employees.

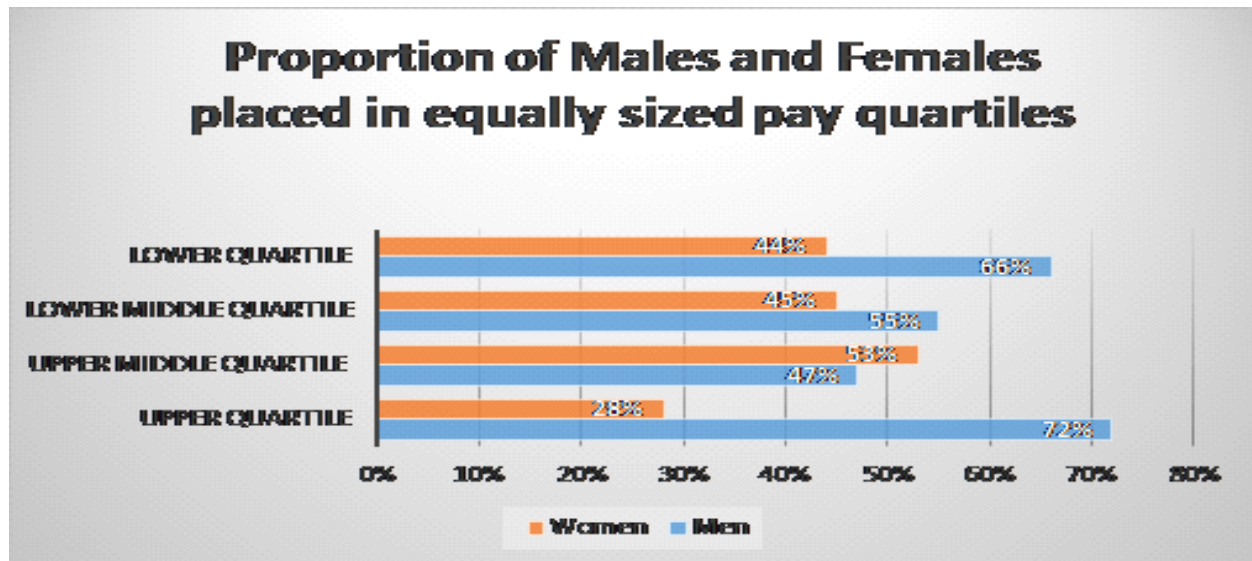
The Pay Quartiles

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.](#)

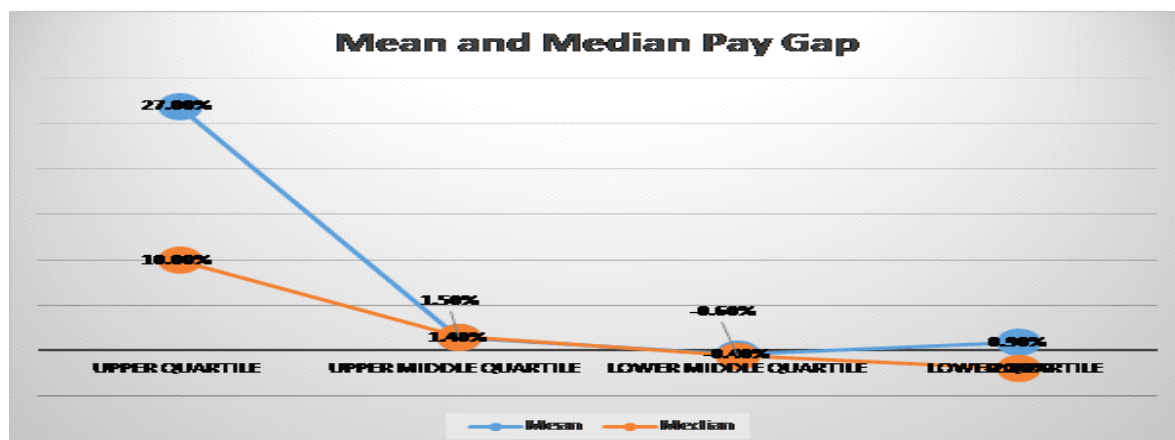
	Upper Quartile	Upper Middle Quartile	Lower Middle Quartile 3	Lower Quartile
Men	72%	47%	55%	66%
Women	28%	53%	45%	34%



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 Middle Quartile	Lower Middle Quartile 3	Lower Quartile
Mean	27%	1.4%	-0.4%	0.9%
Median	10%	1.5%	-0.6%	-2.0%



Summary

We will continue to review our Gender pay and Bonus Pay Gap where needed, to narrow or where possible to close the gap between male and female. Closing the gap seems impossible at this stage due to all the factors reported in this report, however our aim is to reduce both gaps during the coming years.

Our Action Plan will

- Include reviewing succession plans to our senior roles and encourage females to work towards these positions whilst also reviewing flexible and part-time working that offers sustainable solutions in both senior roles and in the warehouse. Provide training to attract more women and to senior roles
- 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.

We confirm that the data reported is accurate according to the requirement of the Equality Act 2010 (Gender Pay Gap Information) Regulations 2017.

Name GARETH HARRIES
FINANCE DIRECTOR

Signature 

Name CLAIRE AUDEN
HR MANAGER

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