

SJ Bargh Ltd Gender Pay Gap Report

We are an employer required by law to carry out Gender Pay Reporting under Equality Act 2010 (Gender Pay Gap Information) Regulations 2017.

The following data is based on information as of the snapshot date, which was 5 April 2018.

The company is committed to the principle of equal opportunities and equal treatment for all employees, regardless of sex, race, religion or belief, age, marriage or civil partnership, pregnancy/maternity, sexual orientation, gender reassignment or disability. We have a clear policy of paying employees equally for the same or equivalent work, regardless of their sex (or any other characteristic set out above).

The company operates within the specialised logistics sector with the majority of its workforce being drivers holding a HGV class 1 and or 2 license.

It is recognised that there is a national shortage of qualified drivers within the logistics sector and a major under representation of women; this is down to:

- Unsociable driving hours
- Cost of license acquisition
- Manual handling

The below table illustrates the gender distribution in the company across four equally sized quartiles, each containing 86/85 employees. Overall the pay quartiles reflect the fact that 7% of those employed are women.

Quartile	Female	Male	Female%	Male %
1(Lower)	10	76	11.6	88.4
2	4	82	4.6	95.4
3	5	81	5.8	94.2
4 (Upper)	7	78	8.2	91.8

We are confident that our gender pay gap does not stem from paying men and women differently for the same or equivalent work.

Rather, our gender pay gap is primarily the result of under representation of women within our company coupled with the different roles in which men and women work and the varied pay models the company operates dependent upon role and location.

The company has a mean pay gap of **(1.8%)** and a median gender pay gap of **1.7%**. This mean position reflects that at April 2018 our female employee average was higher than males. The significant contributing factor to this reported gap is due to the senior management team recruiting a female director in the reporting period previously being solely male. The senior management team are in general those people who are in

receipt of the highest hourly rate of pay and therefore contribute significantly to the mean gender pay gap.

The company has a mean bonus pay gap of **2.8%** and a median bonus pay gap of **(30.4%)**.

The proportions of employees who received a form of bonus in the reporting period were **10%** of female employees and **52.3%** of male employees. The reported gender variance is due to the following:

- Female employees in the overall workforce predominantly office based. This role type does not receive bonus payments as standard.
- Several driver payroll models operate bonus arrangements giving rise to the high male percentage.

It should be noted that the gender pay reporting fails to highlight that the company's board of directors, as at the time of writing this report, is predominantly female representing 4 out of the 5 directors.

The company's work to date and current work in progress, linked to gender pay reporting, is as follows:

- Finalised main consolidation of driver payroll models in 2018 so all rates of pay and benefits aligned
- Increased focus on driver recruitment with continued equal opportunities for both male and female drivers
- Benchmark rates against competitors and market rates
- Currently both active female and male representation on senior team and at Board level
- Consistent bonus arrangement offered by type of employee

The information provided is accurate and was calculated using the methods as set out in the gender pay gap reporting legislation.

Anthony Finlayson Green

Group Managing Director