

## 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 2022.

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. Overall the pay quartiles reflect the fact that over 9.4% of those employed are women.

Quartile	Female	Male	Female%	Male %
1(Lower)	16	95	<b>14</b>	<b>86</b>
2	12	104	<b>10</b>	<b>90</b>
3	8	90	<b>8</b>	<b>92</b>
4 (Upper)	9	91	<b>9</b>	<b>91</b>

We are confident that our gender pay gap does not stem from paying men and women differently for the same or equivalent work. The Company complies with all relevant legislation in relation to equal pay and under the role of the Company's Remuneration Committee ensures all employees are paid on an equal basis for the same roles subject to length of service, expertise and knowledge and management seniority.

Our gender pay gap is primarily the result of under representation of women within our company and the haulage sector as a whole coupled with the varied pay models the company operates dependent upon role and location.

The company has a mean pay gap of **4.7%** and a median gender pay gap of **9%**. This mean position reflects that at April 2022 our male employee average was higher than females.

The company has a mean bonus pay gap of **36.3%** and a median bonus pay gap of **68.1%**.

The proportions of employees who received a form of bonus in the reporting period were **83%** of female employees and **92%** of male employees. This is a significant increase on prior year as a Company wide one off thankyou bonus was paid to all employees in post for a specified period during COVID.

The reason for the increase in the mean and median bonus pay gap is due to the following:

- One off retention bonus payable to drivers in January 22 if in post for a specified time period
- Main driver payroll model operates bonus arrangements giving rise to the high male percentage.
- Female employees in the overall workforce predominantly office based. This role type does not receive bonus payments stated above

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:

- Continued driver recruitment with equal opportunities for both male and female drivers
- 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