



## GENDER PAY GAP REPORTING

McBurney Transport Group Limited welcomes the government's Gender Pay Gap Reporting initiative, as a method of seeking to promote and deliver equality in the workplace.

As an employer of more than 250 employees in the UK, we are required to carry out Gender Pay Gap Reporting for those employees in accordance with the Equality Act 2010 (Gender Pay Gap Information) Regulations 2017. We confirm that the data reported is accurate.

### **Gender Pay Gap**

#### Hourly pay

There is a negative differential of 5.6% where the mean hourly rate reported for women is higher than the men's mean hourly rate. We believe that the disparity between the mean hourly rate is connected to the fact that the majority of our workforce is male (as noted below).

We are very pleased with the result of our reporting of the median hourly rate, being that women earn the same as men (based on a 0.6% differential in median hourly rates). This is well below the median gender pay gap UK benchmark cited by the Office of National Statistics (ONS) of 8.6%.

We believe that this is indicative of our approach to equality throughout our workforce, regardless of gender.

#### Bonus Pay

The mean bonus pay for men was 15.3% higher than women and the median bonus pay for men was 28.0% higher than women. Only the company's HGV drivers participate in this Christmas bonus scheme of which only 0.77% were women. This bonus scheme is offered equally to all HGV drivers regardless of gender and the disparity in bonus pay is connected to the majority of our driving workforce being male.

### **Proportion of women in each pay quartile**

The figures reported confirm that there is a disparity between the number of females employed in each pay quartile in comparison to men.

This is strongly influenced by the fact that the majority of our employees in the UK, 88.2% are HGV drivers, warehouse operatives and transport operatives, 97.4% of which are male. While we are an equal opportunities employer, unfortunately there are very few female applicants to these types of vacancies.

While this disparity is reflected across the transport and logistics sector generally, we are committed to continuing to assess our recruitment and promotion exercises at all levels within our business, to ensure equal treatment of individuals, regardless of gender.

*Emela McGee*

For and on behalf of McBurney Transport Group Limited

# **MCBURNEY TRANSPORT GROUP LIMITED'S**

## **Gender Pay Gap Data**

- Women's hourly rate is 5.6% higher (mean) and 0.6% lower (median).
- Top salary quartile has 90% men and 10% women
- Upper middle salary quartile has 97% men and 3% women
- Lower middle salary quartile has 92% men and 8% women
- Lower salary quartile has 95% men and 5% women
- Women's bonus pay is 15.3% lower (mean) and 28.0% lower (median)
- 41.3% of men and 2.6% of women received bonus pay