



Gender Pay Gap Report

Vanderlande UK

Year 2020

Contents

Page

- 3 Foreword from our Head of People
- 4 Gender pay gap reporting – an overview of requirements
- 7 Median and Mean pay explained
- 8 Our 2020 data at a glance
- 11 Bridging the gap



Foreword

We are pleased to share our third annual Gender Pay Gap report with you, this only serves us to further promote the transparent culture we have sought to create. Our guiding principles seek to not only create and grow sustained business value and delight our customers, but also encourage employees to do the right thing, innovate, communicate and grow, and to work with and for each other. In this report, we provide our gender pay gap information, identify the reasons behind the gap and our plans to help close it.

While it is frustrating that change is not happening more rapidly, we know the shift will take time. We remain firmly committed to closing this gap, pledging to significantly narrow it by 2025.

Due to the continuing impact of the Coronavirus (COVID-19) pandemic, the Equalities and Human Rights Commission (EHRC) announced that employers would have an additional six months after the current reporting deadline to report their gender pay gap information. All employers now have until 5 October 2021 to report their gender pay gap information and no enforcement action will be taken if they report by then. However, Vanderlande views reporting on our Gender Pay gap as an essential activity and central to our commitment to a diverse and inclusive workplace, therefore we are sharing our report now.

We will keep learning from and responding to the data to make improvements that add to our momentum. For example, all our jobs are now offered with flexible working wherever possible. The changes that have been forced upon us by the pandemic have shown that working flexibly works. We have all understood and accepted a little more about how our colleagues have to juggle the various priorities in their lives.

While cultural and societal change often happens slowly, the Covid 19 crisis has been a jolt that has accelerated the flexible working agenda. We need to capture and retain the positive impacts and lessons for all our employees.

We understand the importance of retaining more women at mid and senior levels. We recognise that we have more work to do to strengthen the pipeline of women leaders. The measures we are putting in place to address this will take time, but we are confident they will positively impact our business, help narrow our gender pay and bonus gaps, and promote a culture that encourages women to develop and progress their careers at Vanderlande UK.

We believe the actions outlined in this report will help us to narrow the gap, while continuing to promote an inclusive culture and ensuring we welcome and retain the best talent, now and in the future.

We continue to support the UK Government's drive for companies to be more transparent on gender pay issues and confirm that the data reported is accurate and in line with The Equality Act 2010 (Gender Pay Gap Information) Regulations 2017.

22 April 2021

Sue Beech

Gender Pay Gap

– an overview

In the UK, public, private and voluntary sector organisations with 250 or more employees have to report on their gender pay gaps annually. The reports show the difference between the average earnings of men and women, expressed relative to men's earnings. If an organisation reports a gender pay gap, it does not mean women are paid less than men for doing the same job, but it does show that, on average, men occupy higher-paying roles than women. Employers must report six different measures, based on a snapshot of pay data on a set date set out by the Government Equalities Office:

Since April 2017, employers in all sectors that employ 250 or more people in England, Scotland and Wales have been required by law to report their gender pay gap figures on an annual basis on their own website and on the governments (GOV) website. The published gender pay gap report includes the following six calculations:

- › Mean gender pay gap hourly pay
- › Median gender pay gap in hourly pay
- › Mean bonus gender pay gap
- › Median bonus gender pay gap
- › Proportion of males and females receiving a bonus payment
- › Proportion of males and females in each pay quartile

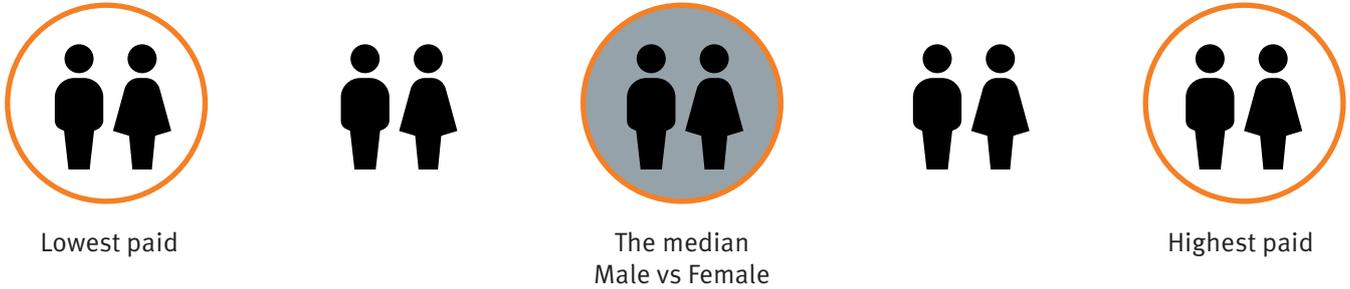






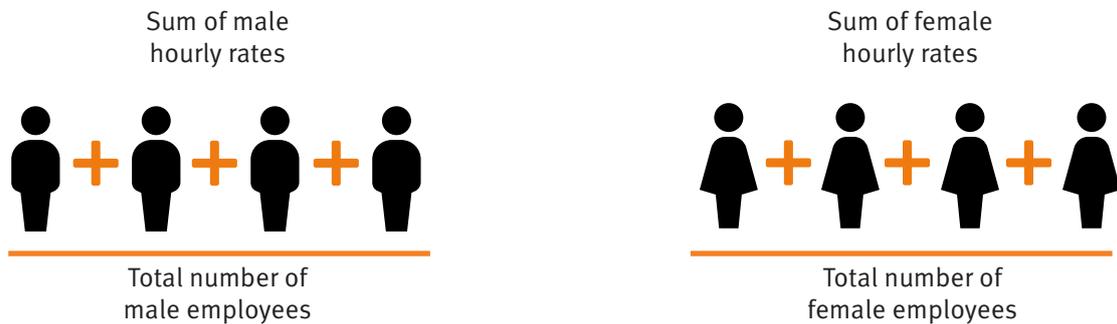
Median and mean pay explained

Median calculation



The median is the figure that falls in the middle of a range when the wages of all relevant employees are lined up from smallest to largest. The median gap is calculated based on the difference between the employee in the middle of the range of male wages and the middle employee in the range of female wages.

Mean Calculation



The mean is calculated by adding up wages of all relevant employees and dividing the figure by the number of employees. The mean gender pay gap is calculated based on the difference between mean male pay and mean female pay.

Our 2020 data at a glance

We have prepared our figures in line with the requirements set out in the government’s gender pay gap reporting legislation. The hourly pay gap has been calculated using the stipulated, ‘snapshot’ date of 5 April 2020. The bonus pay gap is calculated using the 12 months preceding 5 April 2020.

Our gender pay gap continues to be driven by the composition of our workforce, 87% male and 13% female.

As gender pay gaps are based on averages taken across the whole of an organisation, they do not take into account factors such as job type or different levels of seniority. We have reviewed our gender pay gap figures carefully and the pay gaps that are visible result from the distribution of men and women between Hay bands across Vanderlande UK. We are confident that men and women at Vanderlande UK are paid equally for doing the same job.

Mean and Median Pay Gap:

As of 5th April 2020, our mean gender pay gap is at 15%, increasing from 12% from 5th April 2019. The Median pay gap is at 17% increasing from 16% in 2019. We are disappointed that the gender pay gap has increased slightly and we acknowledge that the pay gap will persist until there are a greater number of women at a senior level in the organisation.

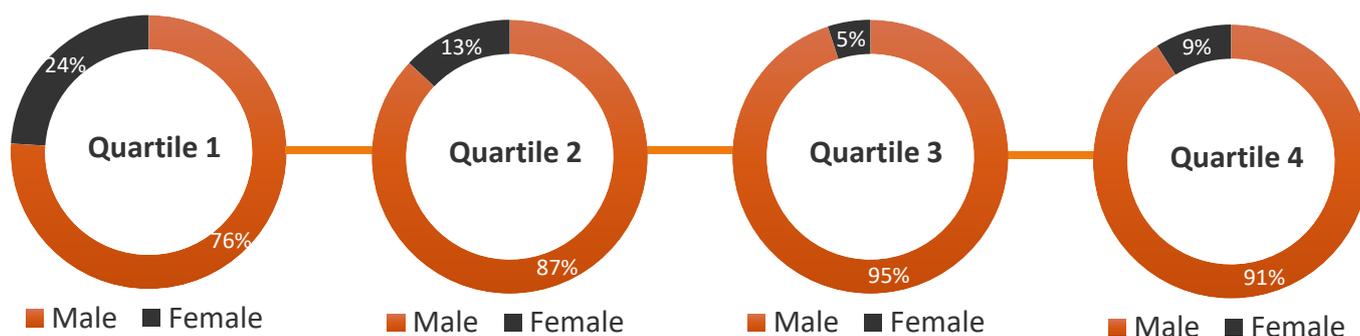
Mean and Median Bonus Pay Gap:

Similarly, this is the same for our bonus gender pay gap. The average bonus for a more senior employee is much higher than the average bonus for more junior employees – and there are significantly more men than women who hold the most senior roles – the bonus gap (at 35% for the median and 38% for the mean) is a consequence of fewer women than men in senior roles.

The chart below shows the percentage of women and men presented in each pay quartile. The quartile bands are determined by ranking the pay for all employees, dividing into four equally sized groups and calculating the proportion of males and females in each group.

Women, who make up 13% of our total UK workforce, only occupy 9% of the roles in the upper pay quartile (Quartile 4) but hold a higher proportion of roles in the lower pay quartile (24%) (Quartile 1). As a result, average male earnings (both mean and median) are higher than average female earnings, as there are more men in senior roles than women.

Our gender pay gap reflects a representation gap caused by having unequal numbers of men and women at each level at Vanderlande, with a greater proportion of men in our more senior, higher paying roles. Our pay gap will only be narrowed by increasing the number of women in higher paying leadership roles and we need to continue to focus on creating and leveraging the opportunities to do this whilst maintaining our culture of meritocracy and performance related pay.



Mean Gender Pay Gap	15%
Median Gender Pay Gap	17%

Colleagues receiving a bonus	
Male	Female
75%	94%

Mean Gender Bonus Pay Gap	38%
Median Gender Bonus Pay Gap	35%

Data from previous years

2020	2019	2018
15%	12%	17%
Mean gender pay gap	Mean gender pay gap	Mean gender pay gap
17%	16%	18%
Median gender pay gap	Median gender pay gap	Median gender pay gap
39%	34%	52%
Mean gender bonus pay gap	Mean bonus pay gap	Mean bonus pay gap
37%	33%	60%
Mean gender pay gap	Median bonus pay gap	Median bonus pay gap



Bridging the gap

- ✓ **Family Policies**
Vanderlande offers 26 weeks' full pay for maternity leave, adoption leave and shared parental leave (SPL). Paid SPL can be taken at any time in the first year of the baby's life.
- ✓ **Recruitment**
Interview training for all our managers, in order to build a diverse pool of trained interviewers across the business. As part of this we will look to roll-out unconscious bias training to all our managers. In order to bring a true variety of perspectives and backgrounds into our company and industry, we know we must diversify how and where we find promising new talent and future leaders.
- ✓ **Flexible Working**
Since the Pandemic, we are working on implementing a new flexible working policy, this will also help encourage applications from women. It will include cover informal arrangements such as working from home. Empowering our people in this way will create a good work life balance, it is also important that we understand how our people work best.
- ✓ **Early Careers Apprenticeship Levy**
We have an early careers apprenticeship programme, that feeds directly into our recruitment pipeline. We will continue to focus on the skills needed for the aviation, parcel and warehousing industry, by not just focusing on STEM subjects, we will be able to diversify the potential talent pool .



