

GENDER PAY GAP 2020



PRODUCED BY DATAPLAN PAYROLL LIMITED

Introduction

Under the Equality Act 2010 (Gender Pay Gap Information) Regulations 2017, Uniserve Limited is legally required to publish, on an annual basis, specified information relating to their Gender Pay Gap.

As a result, we will be reporting our gender pay gap statistics based on snapshot date as of 5th April 2020. The following information has been calculated in accordance with Regulations and is legally compliant.

About the Uniserve Group

Uniserve are the largest British privately owned international freight and logistics company in the UK. Working with an unrivalled network of professional partners across the world. We are experts in all major Global trade markets and specialists in Europe, China, South East Asia, and the Indian Subcontinent.

The gender pay gap

The gender pay gap is the difference between the average pay of men and women, expressed as a percentage. The gap is calculated across the entire workforce of an organisation.

The gender pay gap has many contributing factors which will differ from organisation to organisation, across sectors and across geographical locations. These factors may or may not be unlawful or discriminatory, guided by society or cultural aspects, or as a result of internal organisational practices.

It is crucial to our understanding of gender pay gap disparity to recognise that the gender pay gap is different to equal pay. Equal pay is where there is a discriminatory pay difference between men and women who carry out the same job, jobs rated as equivalent or work of equal value. The existence of a gender pay gap does not automatically give rise to any discrimination or equal pay matters.

PAY DATA



DIFFERENCE IN HOURLY RATE

MEAN	MEDIAN
Women's mean hourly rate is 3.8% lower than men's	Women's median hourly rate is 10.1% higher than men's

When comparing mean hourly rates, women earn **94.2p for every £1** men earn

When comparing median hourly rates, women earn **£1.10 for every £1** men earn

PAY QUARTILES

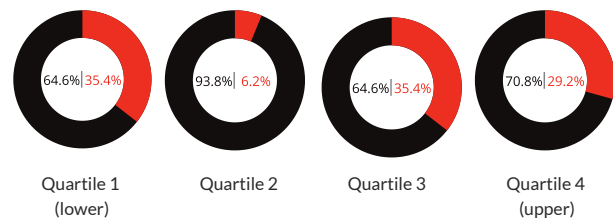
The image below shows the gender distribution at Uniserve Limited when colleagues are placed into four equally sized quartiles based on pay



MALE



FEMALE



Proportion of male and female staff in quartiles

BONUS DATA



BONUS PAY GAP

MEAN	MEDIAN
Women's mean bonus pay is 18% lower than men's	Women's median bonus pay is 57.5% higher than men's



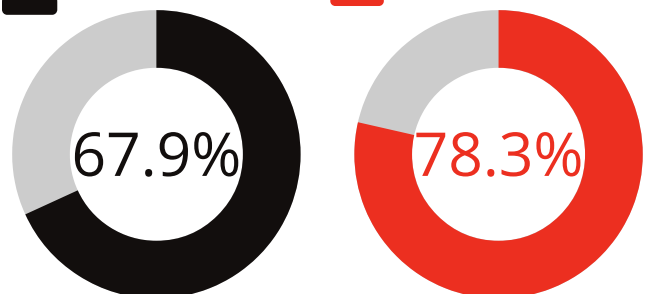
PROPORTION OF STAFF RECEIVING A BONUS PAYMENT



Proportion of men receiving a bonus payment



Proportion of women receiving a bonus payment



Confirmatory statement

I confirm that the information set out in this gender pay gap report is accurate and calculated in accordance with the Regulations.

Contact

Please direct any queries relating to this gender pay gap report to Thomas Banks - Human Resources Business Partner, by contacting him on 01708 259455.

We confirm the data reported is accurate. In accordance with the Equality Act 2010 (Gender Pay Gap Information) Regulations 2017, Uniserve Limited is required to carry out Gender Pay Gap Reporting

Paul Stone | Group Human Resources Director | Uniserve Limited