

# Gender Pay Gap Report

## Snapshot Date 5<sup>th</sup> April 2020

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## INTRODUCTION

At Advanced Supply Chain, we pride ourselves on creating a positive and values-based culture where all our people feel fairly treated, engaged, and appreciated. We are committed to taking more positive steps towards encouraging diversity in our workforce and changing the perceptions of roles within the industry.

We believe our people make a difference. Our success has been, and will continue to be, made possible by the contribution our colleagues make every day. This report forms part of the framework used by Advanced Supply Chain to track its progress in one context of this important plan – specifically gender pay – and includes Advanced Supply Chain Group’s statutory release of its 2020 Gender Pay Gap. It also shares information about the strategic work we are undertaking to achieve pay equality and develop the inclusiveness and diversity of our business.

For clarity all companies with 250 or more employees are required to publish their gender pay gap under The Equality Act 2010 (Gender Pay Gap Information) Regulations 2017 (the “Regulator”). Employers are required to publish the gap in pay between their male and female employees and show the results in the form of the median basis (hourly pay based on the ‘middle’ person) and the mean basis (average hourly pay). Employers also need to show the distribution of gender in pay quartiles by splitting the workforce into four groups based on their average hourly pay rate and to show the percentage of male and female workers in the groups. Additionally all Employers are required to disclose the percentages of workers earning bonus payment and split this by gender showing the gender pay gap on the business.

## OUR COLLEAGUES

The 2020 report takes into consideration the Covid-19 pandemic during which time large numbers of our colleagues were furloughed impacting the overall pay data.

Advanced Supply Chain trades under 6 business entities:

Advanced Supply Chain Group Limited

Advanced Forwarding Limited

Advanced Supply Chain (BFD) Limited

Advanced Supply Chain (Logistics) Limited

Advanced Supply Chain (HF) Limited

Advanced Supply Chain (COR) Limited

For the purposes of this report, we are showing our combined results for the whole of the Advanced Supply Chain Group Family.



**52 % Female Colleagues Overall**



**48 % Male Colleagues Overall**

Our overall employee demographic of 52% female and 48% male colleagues is a result we are pleased to see especially within the Supply Chain Sector which is strongly male dominated.

## GENDER PAY AND BONUS GAP

Hourly Pay Gap	Median	2%	<p>These results show a favourable mean hourly average pay gap to our female colleagues and only a small gap overall in the median hourly average pay more favourable to our male colleagues</p>	
	Mean	-17%		
Bonus Pay Gap	Median	-5%		<p>For the eligible proportion of colleagues who received bonus our report is showing that the median result is slightly in favour of our female colleagues but more favourable to male colleagues for mean results. This is mainly driven by contractual bonus payments for certain senior male colleagues which is payable at one point in the year.</p>
	Mean	15%		

## PROPORTION OF COLLEAGUES RECEIVING A BONUS



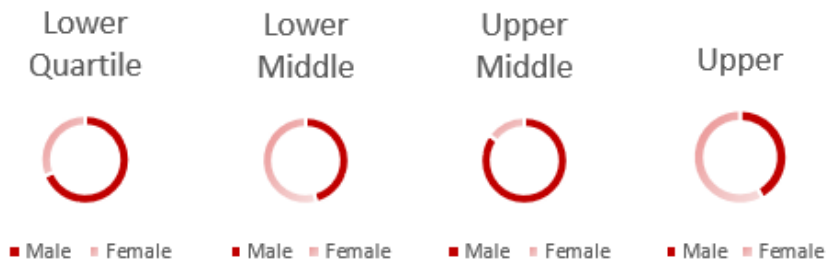
12% of the overall female population received bonus



14% of the overall male population received bonus

This shows our colleague's receiving bonus is almost an even percentage overall highlighting our focus on delivering a balanced structure.

## PAY QUARTILES



The above charts show the gender split across the Advanced Supply Chain Group. In the businesses Upper quartile, we are proud to show that we have an almost even number of male and female colleagues who sit in the most senior roles. The gap showing in our Upper Middle quartile is caused by more male colleagues being employed in our central higher-level roles, however, we expect this to even out in coming years through internal progression planning from the more evenly spread Lower Middle quartile.

## **OUR COMMITMENT**

Advanced Supply Chain is committed to driving forward with inclusion and diversity across our businesses and we recognise the benefits this brings. We are seeking to improve the gender split ratios across our roles by looking at:

Recruitment strategies within the Supply Chain industry – including working patterns and styles to attract all to our roles

The business salary review process

Our succession and talent planning strategies

Our business is committed to its workers, the equal pay principles and to inclusive people friendly policies.