

Gender Pay Gap Report

Snapshot Date 5th April 2021

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 2021 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

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.



48 % Female Colleagues Overall



52 % Male Colleagues Overall

Although our overall employee demographic has altered from the previous year's results it is still a strong position to be in within the Supply Chain Sector which is generally a male dominated industry.

GENDER PAY AND BONUS GAP

Hourly Pay Gap	Median	11%	<p>These results although slightly favourable towards males' colleagues is still very small. It is reflective of the intake in our operative roles which has overall increased the number of male employees with the business.</p> <p>For the eligible proportion of colleagues who received bonus our report is showing a noticeable decrease in the gap between our male of female employees across the mean results. There has been an increase across the median results however as last year this is mainly driven by contractual bonus payments for certain senior male colleagues which is payable at one point in the year.</p>
	Mean	9%	
Bonus Pay Gap	Median	53%	
	Mean	22%	

PROPORTION OF COLLEAGUES RECEIVING A BONUS



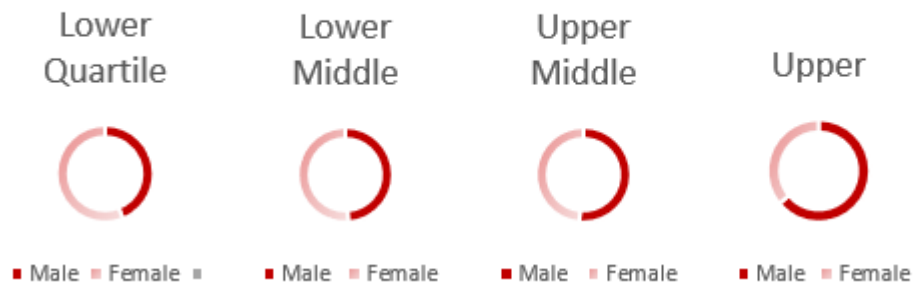
52% of the overall female population received bonus



31% of the overall male population received bonus

This shows our colleague's receiving bonus increased significantly when compared to the previous results. Although there is a gap between male and female recipients it is positive result to show the business is regarding colleagues across the genders.

PAY QUARTILES



The above charts show the gender split across the Advanced Supply Chain Group, in the Upper Quartile we are still showing a shift towards more female colleagues who sit in the most senior roles. The Upper Middle Quartile is showing an almost even split at this snapshot date which reflects the internal progression expectation predicted in the previous year's results. is a very positive move from the previous year's results. The Lower Middle and Lower Quartiles have only had very small movements overall which is due to the volume of Operative level intake across the business.

OUR COMMITMENT

We will continue to commit to drive forward with inclusion and diversity across our businesses. We will strive to further the improvement of gender split ratios across our roles by looking at:

- Succession and talent planning strategies
- The People Team will be working towards promotion of the businesses across the industry – this will include recruitment strategies and growing the Resourcing Team
- Continued improvement of the salary review process

Advanced Supply Chain is committed to its People and ensuring equal pay principles are being driven across our businesses.