



Logistex
a sure thing

Gender Pay Report 2018

What is the gender pay gap?

The gender pay gap shows the difference in the average hourly earnings of men and women across an organisation regardless of their roles or industry sectors. The statistics can be affected by a range of factors, including the different number of men and women across all roles within the workforce. Logistex is required by law to publish an annual gender pay gap report. This is its report for the snapshot date of 5 April 2018. We are pleased to report that the pay gap has narrowed in the past 12 months

Employer of Choice

An objective of Logistex is to be an employer of choice for all current and prospective employees. We are committed to providing a diverse and inclusive workforce with no tolerance of any discrimination of any type.

Following a management buyout (MBO) in 2011 when we employed 206 people we have grown to in excess of 260 employees and have and continue to offer a number of working practices to all our staff to include but not limited to;

- Working from home
- Flexible working hours
- Job share
- Additional employee benefits including but not limited to private medical cover
- Additional holiday option
- Employee recognition awards

The difference between men and women

	Mean	Median
Pay gap	18%	21%
Bonus gap	33%	-89.5%

Percentage of men and women in each pay quartile

Quartile	Female	Male
Lower	20%	80%
Lower middle	3%	97%
Upper middle	6%	94%
Upper	6%	94%

Logistex is confident that its gender pay gap does not stem from paying men and women differently for the same or equivalent work. Rather its gender pay gap is the result of the roles in which men and women work within the organisation and the salaries that these roles attract.

How do we compare nationally?

Across the UK economy as a whole, men are more likely than women to be in senior roles (especially very senior roles at the top of organisations), while women are more likely than men to be in front-line roles at the lower end of the organisation. In addition, men are more likely to be in engineering, technical and IT related roles, which attract higher rates of pay than other roles at similar levels of seniority. Women are also more likely than men to have had breaks from work that have affected their career progression, for example to bring up children. They are also more likely to work part time, and many of the jobs that are available across the UK on a part-time basis are relatively low paid.

This pattern from the UK economy as a whole is reflected in the make-up of the Logistex workforce, where the majority of clerical administrators are women, while the majority of engineering, line manager and senior manager roles are held by men. In addition, most of the relatively highly paid e-commerce roles are held by men and not women.

The vast majority of organisations have a gender pay gap, and we are pleased to be able to say that Logistex is comparable with that of other organisations within the same industry.

The mean gender pay gap for the whole economy (according to the October 2018 Office for National Statistics (ONS) Annual Survey of Hours and Earnings (ASHE figures) is 8.6%, while in the skilled trades occupations it is 23.9% and associate professional and technical occupations it is 11.9%.

What is Logistex doing to address its gender pay gap?

While Logistex gender pay gap compares favourably with that of organisations within the skilled trades sector, this is not a subject about which Logistex is complacent, and it is committed to doing everything that it can to reduce the gap. However, Logistex also recognises that its scope to act is limited in some areas - it has, for example, no direct control over the subjects that individuals choose to study or the career choices that they make.

To date, the steps that Logistex has taken to promote gender diversity in all areas of its workforce include the following:

- Appointing a Head of People who will take responsibility for addressing any areas of concern in relation to any pay gaps including;
- Creating an evidence base: To identify any barriers to gender equality and inform priorities for action, in 2017 Logistex introduced gender monitoring to understand:
 - the proportions of men and women applying for jobs and being recruited
 - the proportions of men and women applying for and obtaining promotions
 - the proportions of men and women leaving the organisation and their reasons for leaving
 - the numbers of men and women in each role and pay band
 - take-up of flexible working arrangements by gender and level within the organisation
 - the proportion of men and women who return to their original job after a period of maternity or other parental leave
 - the proportion of men and women still in post a year on from a return to work after a period of maternity or other parental leave
- Revising the flexible working policy: Logistex flexible working policy was substantially revised in February 2018 to make it clear that employees in all areas and levels of the organisation will be considered for flexible working regardless of their role and level of seniority, and that flexible working need not be limited to part-time working.

None of these initiatives will, of itself, remove the gender pay gap - and it may be several years before some have any impact at all. In the meantime, Logistex is committed to reporting on an annual basis on what it is doing to reduce the gender pay gap and the progress that it is making.

Right now, Logistex has plans to extend its evidence-gathering to include qualitative data. It will do this through a consultation exercise across all areas and levels of the organisation to identify the barriers (and the drivers) for women employees.

In the coming year, Logistex is also committed to:

- reviewing its policy on bonus payments. Logistex are introducing an Employee Ownership Trust (EOT) bonus scheme which means that all employees may receive a Tax-free bonus of up to £3,600 per year.
- continuing with the Tax-Free Childcare scheme and any Government schemes that may replace this.
- launching an education-partnering pilot scheme with local schools and colleges, to raise young people's awareness of the different career opportunities available within the engineering and IT sector, and to help dispel any misperceptions and stereotypes.

Any further initiatives launched throughout the year will be reported via the Company newsletter.

I, Lorraine Kent, Head of People, confirm that the information in this statement is accurate.

Signed:



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