

Gender Pay Gap Statement

Snapshot date: 5th April 2017
 Company Registration Number: 995045
 Company Name: Eddie Stobart Limited
 Division:
 Business Unit:
 Date of Publishing: 4th April 2018

Does this company require a Gender Pay Gap Statement? Yes No

If 'no', please select the reason:
 Not applicable

mean average gender gap

6.7 %

median gender pay gap

11.1 %

mean gender bonus gap

100.0 %

median gender bonus gap

100.0 %

proportion of men and women getting a bonus

proportion of men and women in pay quartile 1 (lowest paid)

proportion of men and women in pay quartile 2

proportion of men and women in pay quartile 3

proportion of men and women in pay quartile 4 (highest paid)

	women	men
proportion of men and women getting a bonus	0.0 %	0.3 %
proportion of men and women in pay quartile 1 (lowest paid)	26.7 %	73.3 %
proportion of men and women in pay quartile 2	8.5 %	91.5 %
proportion of men and women in pay quartile 3	6.1 %	93.9 %
proportion of men and women in pay quartile 4 (highest paid)	13.5 %	86.5 %

I confirm that the above statement of the gender pay gap is accurate for the above mentioned company

Confirmed by:

Angelina Miley

Position within company:

HR Director

Date:

04.04.2018

Gender Pay Gap Statement

Narrative to the Gender Pay Gap Statement:

“We have recently published information on the gender pay gap as required by regulations. The gender pay gap is the difference between the average hourly rate of pay that male and female colleagues receive. It is not about equal pay. We're confident that we pay men and women the same amount for doing an equivalent job.

The gender pay gap figures calculated as required by the regulations highlight imbalances in the numbers of male and female colleagues across the organisation. These imbalances, and differences in the ways that male and female colleagues choose to work, can contribute to a gender pay gap.

We are delighted that the pay gap for the entire workforce is 11.1% which is 7.3% below the national average of 18.4%.

The national average means that on average women earn 82p for every £1 that men earn; in comparison, at Eddie Stobart women earn 89p for every £1 that a man earns.

Although our pay gap is less than the national average, there is still a gender pay gap which we believe is primarily due to:

- at management level the higher proportion of males in senior roles, which tend to be the more highly paid roles; and
 - at admin level the higher percentage of women employed in first tier general admin roles compared to the percentage of men in higher paid specialist/qualified admin roles.
- At non-management and non-admin levels there is also a gender pay gap but this is significantly less than in management and admin roles. The gender pay gap in these roles is likely to be because men often choose to work unsociable hours and longer shifts and so earn extra allowances.

We are committed to addressing the disparity in gender representation within our business including at senior and admin levels, through more diverse recruitment practices, offering flexible working, and fostering an inclusive culture however we expect this to take time.”