

EV Cargo – Downton

Gender Pay Reporting – April 2022 for 5th April 2021.

As an employer of more than 250 employees, EV Cargo Downton is committed to closing the gender pay gap and is required, by law, to carry out Gender Pay Reporting under the Equality Act 2010 (Gender Pay Gap Information) Regulations 2017 ('The Regulations').

This involves producing six calculations which show the difference between the average earnings of men and women in our organisation. No individual employee data be published as part of this process.

EV Cargo Downton Gender Pay Gap Data (2021)

Percentage of men in each hourly pay quarter	89.74%		
Percentage of women in each hourly pay quarter	10.26%		
Percentage average hourly gender pay gap	Men 4.02% higher		
Percentage of men who received bonus pay	46.67%		
Percentage of women who received bonus pay	10.17%		
Average gender bonus pay gap	Women 26.24% higher		
Person in your organisation who is responsible for the data	Andy Humpherson, Chief Executive Officer		
Band	Males	Females	Description
A	89.74%	10.26%	Includes all employees whose standard hourly rate places them in the upper pay quartile
B	89.74%	10.26%	Includes all employees whose standard hourly rate places them in the upper middle pay quartile
C	98.91%	1.09%	Includes all employees whose standard hourly rate places them in the lower middle pay quartile
D	78.39%	21.61%	Includes all employees whose standard hourly rate places them in the lower pay quartile

The figures set out above have been calculated using the standard methodologies used in the Regulations.

Summary Findings

- The findings show that overall, the Gender Pay gap is 4.02%;
- We remain committed to taking sustained action to address the gender pay gap, and as an equal opportunities' employer, we recognise that we need to do more to increase the gender balance at senior levels of the business.
- Due to the nature of our business, we tend to have more male colleagues, however we are taking steps to address this and have already made improvements in this area.
- Currently our business is going through a cultural change programme known as "Delivering Better", and the first step for all Senior Leaders within the business is to engage in a Diversity and Inclusion Programme.
- Other ways we are looking to address the gap is by reviewing:

- Recruitment and retention – attracting candidates from a more diverse talent pool and review our onboarding and attraction approach. Specifically for EV Downton since our last Gender Pay Report, we have:
 - Recruited a new Finance Team, headed up by a Female Finance Director. We have also recruited a number of females into key positions within finance, which has replaced a previously male dominated team.
 - Our warehouse division has seen a number of female colleagues promoted into positions of leadership across our network and will continue to keep this as a key focus during 2022. In addition, we are continually reviewing our shift patterns to support more women working within our warehouse organisational structure.
 - Within our Driver population, we have set up apprenticeship programmes and boot camps to increase the number of drivers we train through our business including focuses on increasing female colleagues to these historically male dominated roles.
 - Through key organisation redesign initiatives within our commercial structure and security structure, we are reviewing the opportunities we can create to increase the number of female colleagues working within these teams.
- Development of a flexible working approach to promote more widely, opportunity for colleagues to work flexibly and encourage more females into our business at all levels.
- Talent management and succession planning – Identifying our rising stars and implanting a programme of development such as Management and Senior Leadership apprenticeship programmes utilising the apprenticeship levy.
- Developing an Aspirational Women’s Leadership Programme to support an increase in female leaders across our business.
- Introduction of our Learning Academy to support all colleagues to be able to drive their own development through our developed career paths with associated training plans;
- Recruitment of an Equality, Diversity and Inclusion Manager during 2022.
- Reporting on a monthly basis our Gender Pay Gaps and undertaking reviews to align where we can.
- Review of reward policies so that pay decisions are increasingly transparent and demonstrably equitable.
- We currently have a Remuneration Committee that control, monitor, and authorise changes to pay structures. We are also introducing a grading structure.

We strive to continually improve our gender gap.

Updated – April 2022