

EV Cargo – Downton

Gender Pay Reporting

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 (5th April 2020)

Percentage of men in each hourly pay quarter	88.34%
Percentage of women in each hourly pay quarter	11.66%
Percentage average hourly gender pay gap	Men 4.46% higher
Percentage of men who received bonus pay	69.4%
Percentage of women who received bonus pay	17.48%
Average gender bonus pay gap	Women 46.77% higher
Person in your organisation who is responsible for the data	Andy Humpherson, Chief Executive Officer

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 4.46%;
- 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. During 2021-2022 we recruited a further 4 senior women within our business hierarchy;
- Due to the nature of our business, we tend to have more male colleagues;
- One of our aims will be to ensure we achieve a balanced demographic across all areas of our business, and we are taking steps to achieve this;

- 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 – attract candidates from a more diverse talent pool and review our onboarding and attraction approach;
 - We are looking to offer a variety of shift patterns to support more women working within our warehouse organisational structure;
 - 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. Within our Transport operation, our Regional Transport team is 33% female with further plans to increase this number being developed;
 - 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 and will publish the results again for April 2022 as a requirement of the government initiative into equal pay.

Updated – March 2022