



Gender Pay Gap

2017



Bibby Distribution Limited 2017 Gender Pay Report

As part of the Government's ongoing initiative to address equal pay, it requires all businesses with more than 250 employees to publish information relating to its pay for men and women. Guidance has been provided as to what and how businesses are to present this information, and this report satisfies those legal requirements.

A message from Duncan Eyre, Managing Director

Having spent almost twenty years in the logistics sector, I've seen plenty of change. The sector is evolving, in some areas faster than others. It's pretty clear that it's not the most diverse sector, and I'd like to see that change at Bibby Distribution. Our values state *that people are the most important part of our business* and we need the best people – and we need to look at how we can attract more talent from the female population.

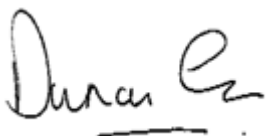
When we first started to look at our pay data as part of the government initiative on gender pay, probably like many other MD's, CEO's and HRD's, I was curious to see the results.

I am pleased that our approach to pay means that our mean gender pay gap of only 2.29% compares more than favourably with the wider UK economy benchmark of 18.1%, and the reported 38% in the UK distribution industry.

We do apply the same pay rates regardless of gender to the same roles such as drivers and warehouse operatives although we do have regional differences influenced by the local market. This is borne out in this report.

This report does highlight something that we are already looking at, which is how we encourage more women to work for us in our operational roles at our depots. We do have a number of female depot, warehouse and contract managers and we would like to see more. We fare much better in the corporate support functions. We have centralised our recruitment activity and this will help us to focus on attracting and retaining a more diverse workforce.

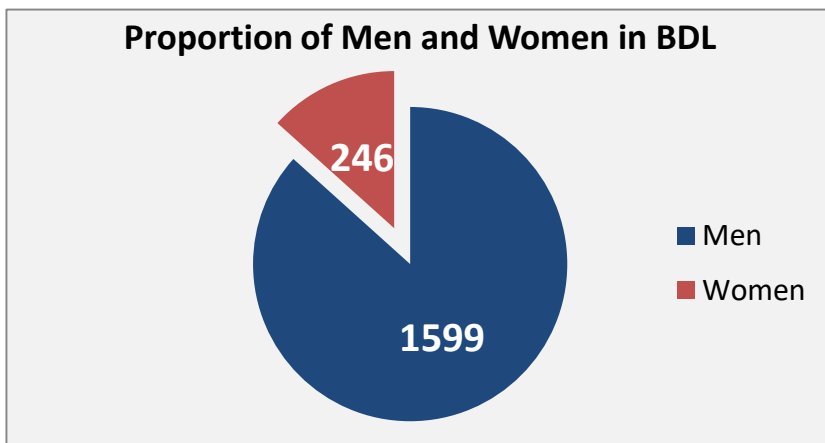
I confirm the data reported is accurate.



Duncan Eyre
Managing Director

Gender Pay Reporting – Bibby Distribution Limited

NB The data in this report is taken at 5 April 2017 as specified by the Government.

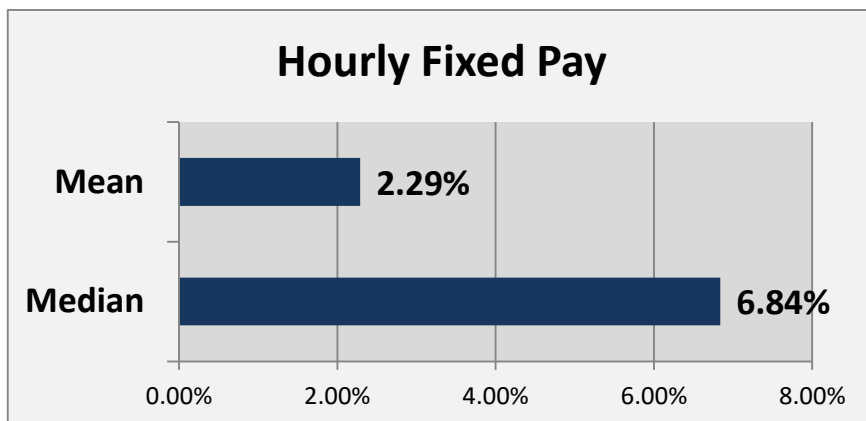


As is typical in the distribution sector, the make-up of our workforce in BDL is predominately men at 87.3%, and only 12.7% are women.

The majority of females work in non-operational roles whereas men work across a broader variety of roles including drivers, warehouse, support functions and management.

Pay Gap

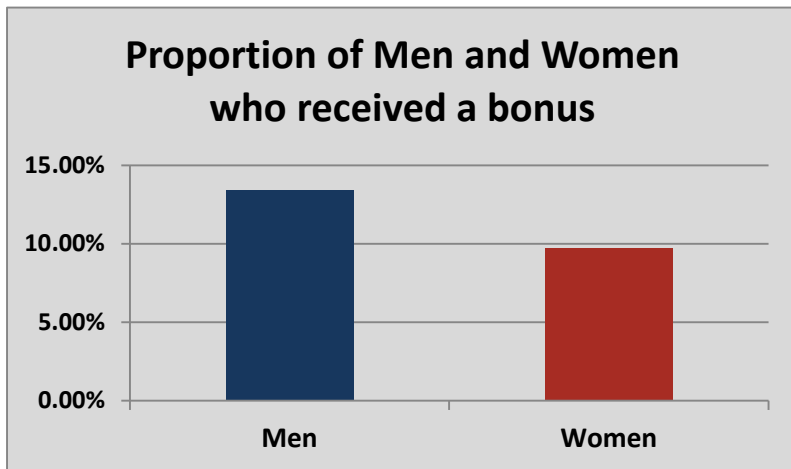
This graph shows the overall difference between men and women based on an hourly rate of pay. There is a mean difference of 2.29% and a median difference of 6.84%.



Bonus Pay Gap

There are various bonus schemes across the workforce including an annual bonus for our management and support functions and operational/productivity bonuses to the operational teams – which as shown in the first graph above is mostly men.

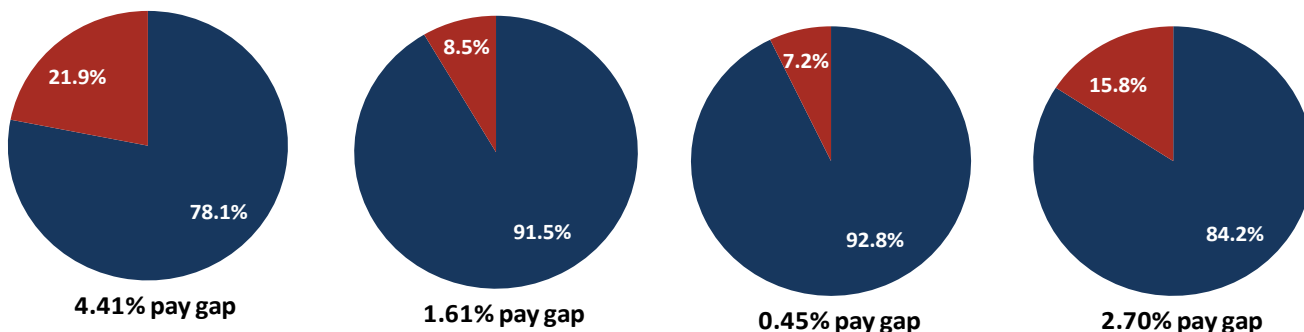
Looking at the different bonus payments collectively shows that our mean bonus pay gap is only 0.33%. However, our median bonus pay gap is -51.37% - so favourable to women – which is because those women who did receive a bonus participated in the higher paying annual bonus scheme.



In BDL, many of our roles are not eligible for a bonus. However, the graph shows that more men than women are in roles that do qualify for a bonus. In the main, this is because we employ many more men than women, and more men progress into management roles which qualify for a bonus, specifically in the operation where the number of women is very low.

Pay Quartiles

The charts below show the gender distribution across four equally sized pay quartiles, each containing just over 460 colleagues.



Although we have a higher number of male colleagues throughout the business, the pay gaps within the pay quartiles are minimal.

Having completed this analysis, we are satisfied that men and women are paid equally for doing equivalent jobs across our business, and this is illustrated in this report.