



Gender Pay Gap Reporting

International Logistics Group Ltd (ILG) is required by law to publish an annual report detailing the pay gap between its male and female employees, expressed as a percentage of male earnings. This report comprises the company's results to 2 decimal places for the snapshot date of 5 April 2020.

Gender Pay Gap

The mean gender pay gap for ILG is 0.88%.

The median gender pay gap for ILG is -2.97%.

The percentage of men receiving bonus pay at ILG is 59.07%.

The percentage of women receiving bonus pay at ILG is 54.26%.

The mean gender pay gap for ILG using bonus pay is 13.45%.

The median gender pay gap for ILG using bonus pay is 0.00%.

Hourly Quartile Reporting

<i>Quartile</i>	<i>Men</i>	<i>Women</i>
Lower Quartile	72.58%	27.42%
Lower Middle Quartile	60.66%	39.34%
Upper Middle Quartile	61.29%	38.71%
Upper Quartile	55.74%	44.26%

Results Analysis

ILG provides outsourced fulfilment and global delivery services in the warehousing and logistics sector. This is a typically male dominated industry, which is reflected in our own data with female workers comprising approximately 35% of the workforce. Despite this relatively low figure overall, our hourly quartile reporting demonstrates that the lowest gender variance emerges within the group of our most highly paid employees, with women making up almost 45% of the Upper Quartile. Although this indicates that there is further work to be done to ensure complete equality, it is encouraging to see that women are strongly represented within our management team.

we do deliver

International Logistics Group Ltd. Logistics House, Charles Avenue, Burgess Hill, West Sussex, RH15 9TQ, UK
t +44 (0)844 264 8000 f +44 (0)1444 871850 info@ilguk.com www.ilguk.com

The Lower Quartile, which represents our workers with the lowest hourly pay rate, has the greatest disparity in the proportion of men to women (72.58% : 27.42%). This result was to be expected as this quartile mostly features workers who hold the position of Warehouse Assistant, for which the majority of applicants are typically male.

Despite the lower number of female workers overall, our mean gender pay gap is a negligible result at less than 1%, with an average female hourly rate of £12.08 compared to a male average hourly rate of £12.19. Moreover, the median gender pay gap is actually more favourable towards female workers by almost 3%, showing that women return a higher median hourly rate of £10.07 compared to the median hourly rate for men of £9.78.

Our data for the percentage of workers receiving bonus pay indicates that more men than women received a bonus payment, by just under 5%. This may be due to a higher proportion of men holding warehouse middle management positions, which attract a quarterly bonus. The bonuses received by men were also of a higher value compared to those received by women, however, this was only by a rate of 13.45%. Additionally, the median gender pay gap using bonus pay was 0% meaning that the median worker for both men and women received the same bonus payment.

It must be noted that at the snapshot date of 5 April 2020, ILG had a proportion of its workforce placed on Furlough leave. 67 of these individuals were not in receipt of their usual full pay, therefore they were excluded from the list of full-pay relevant employees when calculating the above figures.

Written Statement

Hugh Owens, Director of HR & Corporate Services, confirms that the information is accurate as at the time of publishing.

Hugh Owens