



## Introduction

At Speedy we aim to ensure that everyone is rewarded and recognised fairly for their contribution, with equal access to opportunities, no matter what part of our business they work within. We believe in promoting equality and diversity within our workforce and we work hard to encourage inclusivity in all our activities both internally within Speedy and externally with our customer base. Our recruitment team is working to attract applicants from a wide variety of backgrounds and increase female representation across the business, increasing diversity at all levels and in all roles.

Under the Equality Act 2010 (Gender Pay Gap Information) Regulations 2017 we are required to publish certain information in a consistent format. This includes the difference or 'Gap' (as a percentage) in the mean and median pay of full-pay men and women; and bonus pay of men and women. We also need to publish the proportion of men and women who received bonus pay; and the proportion of full-pay men and women in each of four quartile pay bands. This information and commentary is provided below.

## Pay & Bonus Pay Gap

	Difference between men and women			
	Mean		Median	
	2018	2017	2018	2017
<b>Hourly Pay</b>	0%	-2%	3%	2%
<b>Bonus Pay</b>	11%	7%	-14%	0%

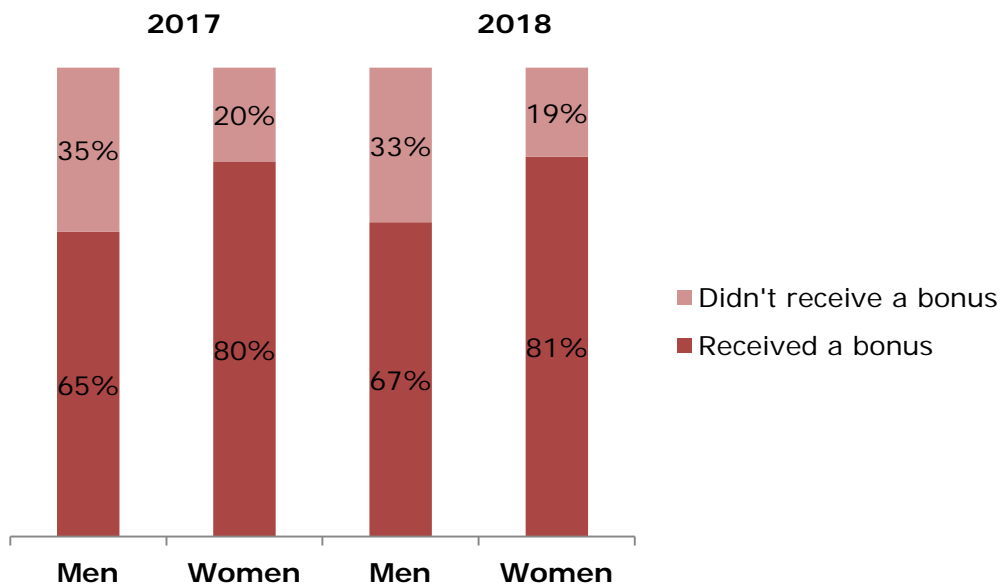
The table above shows the mean and median gender pay gaps for all UK employees based on hourly pay as at the snapshot date (5 April 2018). It also displays the mean and median gender bonus pay gap for bonuses paid to UK staff in the year to 5 April 2018. Figures reported for the previous year are included for comparison.

Speedy's gender pay gap has increased slightly this year following salary benchmarking exercises for engineering and driver roles which are predominately male dominated. The 'gap' remains below both the national median average of 17.9%, published in October 2018 by the Office of National Statistics, and that of the construction industry sector (23.6%).

The mean bonus pay gap has also increased slightly this year. This is due to payment of bonuses under the annual scheme in 2018 covering the more senior roles, which are proportionately weighed more towards male employees. The median bonus pay gap shows that median female employee bonus pay is higher than that of males. This is due to more female employees being employed in junior to mid-level roles.

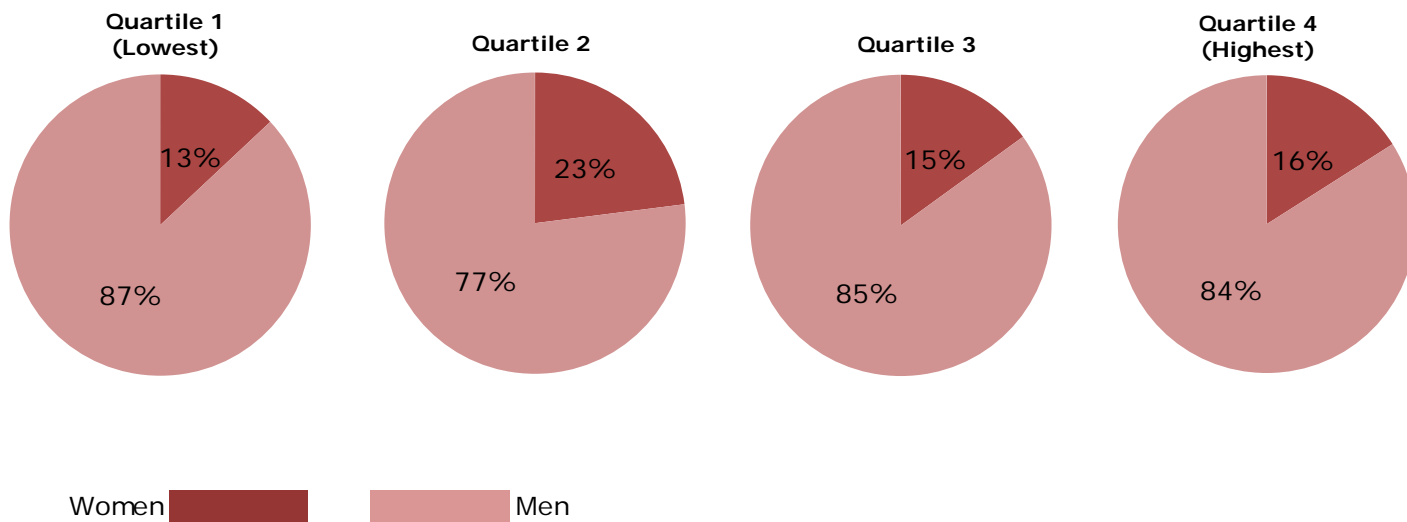


**Proportion of employees awarded a bonus**



The above chart shows the proportion of men and women who received a bonus payment during the year to the snapshot date of 5<sup>th</sup> April 2018 with the previous year's figures shown for comparison. The percentage of all employees who received a bonus has grown since the last report.

**Pay Quartiles**



The overall split of males to females employed within the Group remained at 84% to 16% between the reporting years. The split of males and females within each pay quartile continues to broadly reflect this split, and is consistent with the prior year.



## Legal Entity Reporting

The regulations require Groups to report the key metrics for each legal entity within a Group with 250 or more employees. The Group employs more than 250 employees in two UK companies, Speedy Asset Services and Speedy Transport; the data for these companies is shown in the tables below with figures reported in the previous year's report shown in brackets for comparison:

	Mean Gender Pay Gap	Median Gender Pay Gap	Mean Gender Bonus Pay Gap	Median Gender Bonus Pay Gap	Proportion of men / women receiving bonus pay	
					Men	Women
<b>Speedy Asset Services</b>	7% (5%)	11% (10%)	31% (41%)	16% (14%)	80% (62%)	78% (63%)
<b>Speedy Transport</b>	0% (0%)	0% (0%)	0% (90%)	0% (87%)	81% (76%)	n/a (100%)

	Proportion of men / women in Quartile 1 (Lowest Pay Band)		Proportion of men / women in Quartile 2		Proportion of men / women in Quartile 3		Proportion of men / women in Quartile 4 (Highest Pay Band)	
	Men	Women	Men	Women	Men	Women	Men	Women
<b>Speedy Asset Services</b>	77% (79%)	23% (21%)	77% (78%)	23% (22%)	89% (90%)	11% (10%)	86% (87%)	14% (13%)
<b>Speedy Transport</b>	100% (100%)	0% (0%)	100% (100%)	0% (0%)	100% (100%)	0% (0%)	100% (100%)	0% (0%)

Whilst the gender pay gaps within Speedy Asset Services have increased slightly against April 2017's figures the gaps still remain small, especially considering the sector within which Speedy operates. The bonus pay gaps are more significant and this reflects the fact that a large proportion of the higher level (and therefore higher bonus potential) roles are still occupied by males. This is typical of the sector in which Speedy operates.

The Speedy Transport employee-base at the snapshot date and during the relevant reporting year was made up entirely of males.

I, Cathy Dawson, HR Director, confirm that the information reported in this statement is accurate.

Signed: 

Date: 25/01/19