



# 2018 Gender Pay Gap Report

From April 2018, companies with 250 or more employees are required to publish certain statistics relating to Gender Pay. The below figures are a snapshot of the gender pay gap statistics for Secured Express Limited (Secured Mail) on 5<sup>th</sup> April 2017.

## Total Gender Pay Gap

The total gender pay gap shows the difference in the average pay of all men and women employed by Secured Mail. Due to the culture of the Transport & Logistics industry, we have struggled to attract a higher proportion of females to work in certain roles, including Drivers and Warehouse Operatives.

Mean gender pay gap	22.42%
Median gender pay gap	27.88%

## Pay Quartiles

Quartile 1	
Male	78.57%
Female	21.43%
Quartile 2	
Male	94.64%
Female	5.36%
Quartile 3	
Male	58.18%
Female	41.82%
Quartile 4	
Male	62.50%
Female	37.50%

The gender pay results are influenced by the proportion of men and women in each pay quartile. Our report shows a smaller proportion of women in quartiles 1, 2 and 4. These quartiles contained Directors / Senior Managers / Sales & Key Account Managers, regulated Drivers, and Warehouse Operatives, respectively. Quartile 3 predominantly consisted of professional administrative employees.

## Bonus Pay

Mean gender bonus gap	45.61%
Median gender bonus gap	65.99%
Proportion receiving bonus	
Men	9.15%
Women	6.25%

Bonuses are linked to individual performance and/or Company targets. The highest bonuses received are by our employees within Quartile 1, which we believe to be the reason for the gap here.

## Plans for long-term results

Regardless of gender, Secured Mail are committed to ensuring that pay is reasonable and competitive. We're eager to see more women in senior management roles and consequently, are encouraging more women to apply for internal promotions. Since the date of this data snapshot, we have celebrated the deserved promotions of several female employees. We have also implemented a Leadership Development Programme which is currently being attended by 2 female departmental managers. We believe that this will help increase the number of women in the top quartile. Longer-term, we hope to be in a position to tackle the underrepresentation of women in the roles which have been historically occupied by men, subsequently reducing Secured Mail's gender pay gap.

## Declaration

I confirm that Secured Express Ltd's gender pay gap calculations are accurate, and meet the requirements stipulated under the Equality Act 2010 (Gender Pay Gap Information) Regulations 2017.

Mark Bigley, CEO