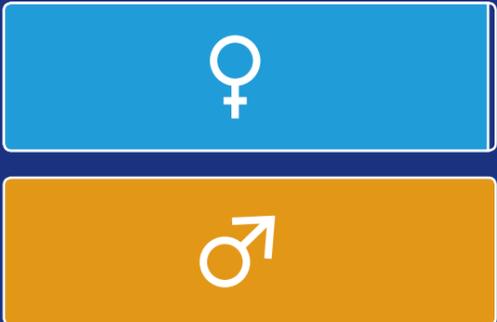


Pickfords' corporate social responsibility programme aims to encourage diversity, to create a healthy and inclusive workplace and to encourage equality.

As a transport company, we have a higher proportion of male employees compared to female employees. However, my female colleagues are the backbone of our move management operations. This analysis has confirmed that women's median hourly rates are lower than their male colleagues, though their mean hourly pay rate is only slightly behind the men.

We have also noted that although a higher proportion of female employees receive a bonus/commission, the mean and median average amount paid is lower than male colleagues. Pickfords is committed to looking at initiatives to close any gender pay gap that exists, to create fairness and equality in our workplace.

Pickfords' gender pay gap is less than **1%**



Women's mean hourly rate is 0.9% lower than men's
In other words when comparing mean hourly rates, women earn 99p for every £1 that men earn.

Women's median hourly rate is 21.3% lower than men's.
In other words when comparing median hourly rates, women earn 79p for every £1 that men earn.

Women at Pickfords are **2x** as likely to earn **bonuses and commission** than their male colleagues.

Proportion of Pickfords male and female employees receiving commission or bonus pay

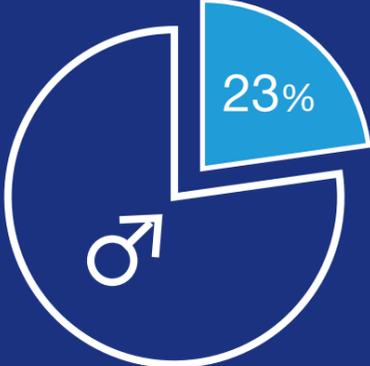
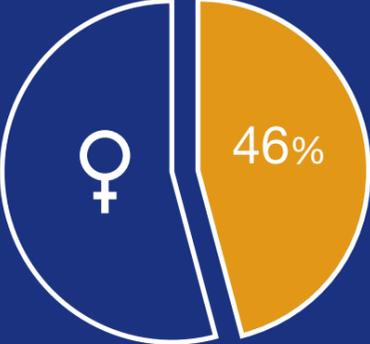
The pay calculation for hourly rate is based on payments made in March 2017. The bonus/commission calculation is based on a full tax year ending 5th April 2017.

Although there is a higher proportion of male employees to female, by the nature of their job roles, a higher proportion of female employees receive pay above basic salary than their male colleagues

Difference in bonus pay/commission

Although a higher proportion of women receive bonus pay or commission, women's mean additional pay is 30.5% lower than men's

Women's median pay over salary is 43.5% lower than men's.



Proportion of male and female UK employees according to quartile Pay Bands



About Mean and Median

The mean hourly rate is the average hourly wage across the entire organization so the mean gender pay gap is a measure of the difference between women's mean hourly wage and men's mean hourly wage.

The median hourly rate is calculated by ranking all employees from the highest paid to the lowest paid, and taking the hourly wage of the person in the middle; so the median gender pay gap is the difference between women's median hourly wage (the middle paid woman) and men's median hourly wage (the middle paid man).

Mark Taylor
Mark Taylor
Director