



GENDER PAY
GAP REPORT
2020/21

Pickfords

GENDER PAY GAP 2020/21

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



Mark Taylor, Managing Director
Pickfords

The pandemic years and resulting furlough scheme have presented their own challenges for measuring gender pay gap in 2020 and 2021.

Pickfords' gender pay gap is not about equal pay, its about the average difference between the hourly wages for men and women taking into account the different roles within the company and the pay structure associated with those roles.

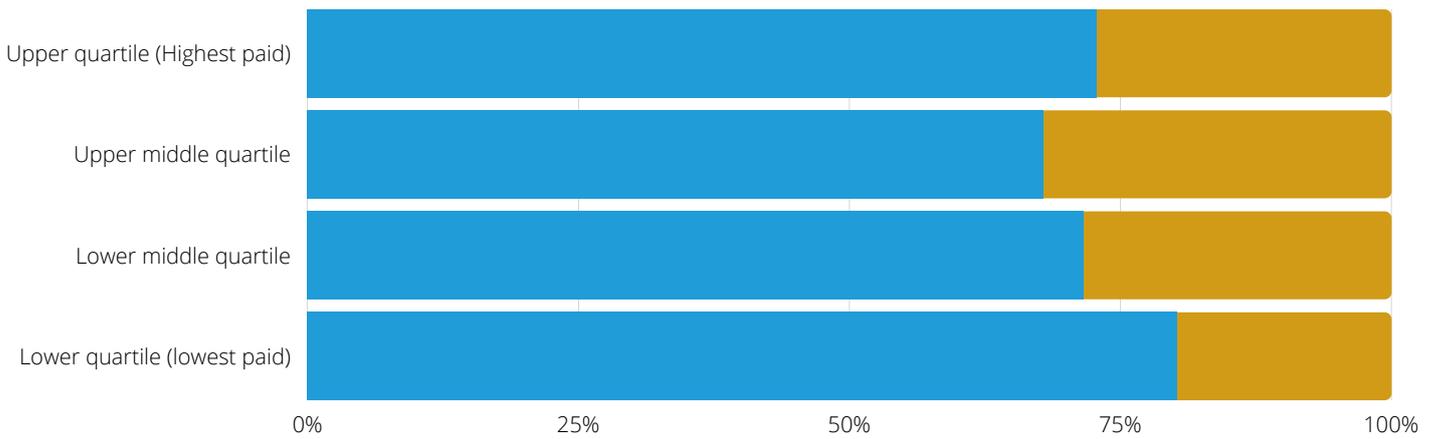
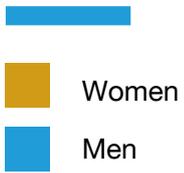
As a transport company Pickfords has a higher proportion of male employees compared to female employees. Our male employees make up the majority of operational teams consisting of packer porters and higher paid drivers and operational managers.

Our female colleagues make up a significant percentage of our office-based staff, our move management and customer service teams, which by the nature of the roles have a higher average hourly wage together with the opportunity to earn commission and or bonus. This analysis has confirmed that the median hourly pay is -10.4% which indicates that men are paid less than women within the organisation.

Mean Gender Pay Gap is the difference between average hourly earnings of men and women. The Mean Gender Pay Gap is 4.4%

The Median Gender Pay Gap is the difference between the mid points in the ranges of hourly earnings of men and women. This pay gap is -10.4%

BREAKDOWN OF EMPLOYEES ACCORDING TO QUARTILE PAY BANDS



There are more men employed in Pickfords than women, but women on average earn more than their male colleagues due to job roles that command bonus or commission.



GENDER PAY GAP



Mean Gender Pay Gap – the difference between average hourly earnings of men and women is 4.4%

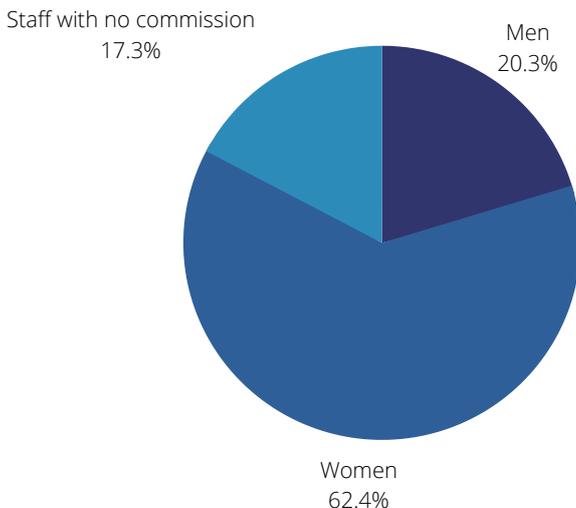
Median Gender Pay Gap – the difference between the midpoints in the ranges of hourly earnings of men and women is -10.4%, which would indicate that men are paid less than women in the organisation

Women are more likely to earn bonus and commission

Although there is a higher proportion of male employees in the company, by the nature of their office based roles, a higher proportion of female employees receive pay above their basic salary due to commission or bonus payments.



Proportion of male employees to female employees receiving commission or bonus pay



What are we doing to bridge the gap?

Pickfords is committed to looking at initiatives to close any gender pay gap that exists to create a fair and inclusive working environment.

In 2021, Pickfords has addressed this gap and by bringing all operatives pay up to a higher level, ensuring that no removals team members are working on the minimum wage.

In 2021, the shortage of HGV drivers following the impact of Brexit has resulted in the focus on driver recruitment, including the recruitment of women drivers. Those removal team members that want to progress to a higher paid position as a driver have been incentivised to learn to drive to develop their careers. The management team is also focussing on performance related pay and creating a positive working environment to ensure the long-term retention of staff.