

# Gender Pay Gap Report 2018



As an employer with over 250 employees, Mailway are required by law to carry out Gender Pay Reporting under the Equality Act 2010 (Gender Pay Gap Information) Regulations 2017. The following figures relate to approximately 300 employees who were employed across our Bradford and Melton Mowbray sites on 5 April 2018. For previous years Gender Pay Gap reports please see [www.mailway.co.uk](http://www.mailway.co.uk).

NB. The gender pay gap differs from equal pay as it is not exclusively comparing the pay of men and women doing the same job or work of equal value. Instead the gender pay gap shows the differences in the average pay of men and women across the whole organisation regardless of role or seniority. This means that the gender pay gap can result from many different factors.

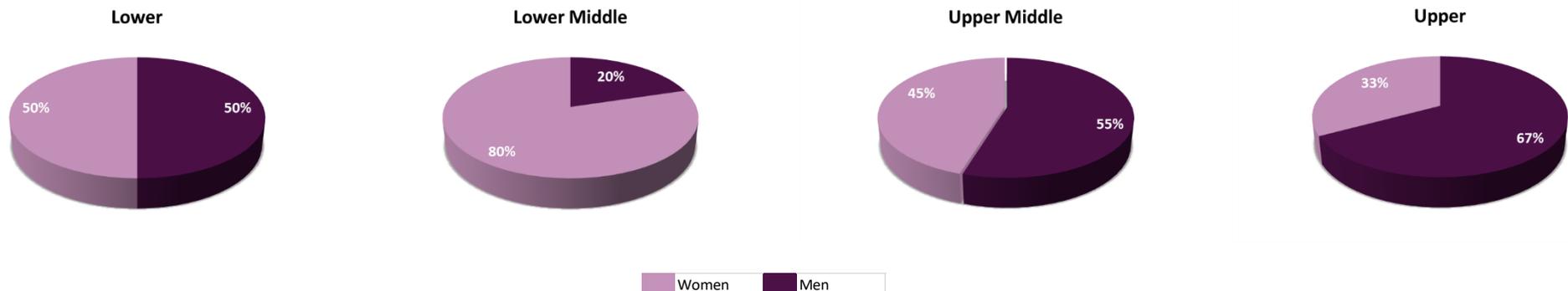
## Our Gender Pay Gap Data

Similarly to last year, our team is made up of roughly 50% women and 50% men, and each of these team members are paid based on job role irrespective of gender. As discussed previously there are roles in the manufacturing industry which are traditionally dominated by either men or women, for example engineering and warehousing are traditionally male dominated environments which struggle to attract women. Our results are shown in the tables and quartile plots below.

Gender Pay Gap	
Mean Pay Gap	Median Pay Gap
39.5%	11.1%
Mean Bonus Pay Gap	Median Bonus Pay Gap
89.3%	19.0%

Proportion of Men and Women who receive bonuses	
Male	Female
11.1%	2.7%

## Quartiles



## Going forward

We are committed to operating our business in an ethical manner, and have a culture that values contribution of all employees regardless of gender, race, religion, age, sexual orientation, or disability. We are confident that our gender pay gap is driven by the current structure of our workforce, and through the continuation of the following principles we hope to reduce it in the future.

**Recruitment:** Mailway are committed to attracting, recruiting & retaining the best talent for the business, ensuring gender is never a factor in decisions.

**Flexibility:** We will continue to build an inclusive culture, supporting and promoting flexible working where possible.

**Training and Development:** We will ensure that opportunities are available for all, based on aptitude and ability. This is supported by our appraisal scheme which allows all employees to discuss their role, performance and future development.

We will aim to publish future gender pay gap reports with 1 month of the snapshot date, 5 April. This will give the company opportunity to take positive steps towards minimising our gender pay gap, before the following years snapshot date.

We confirm that the information reported is accurate and in accordance with the Equality Act 2010 (Gender Gap Information) Regulations 2017.

Richard Bramma  
Chief Executive Officer