

Mailway Gender Pay Gap Report 2020

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 313 employees who were employed across our Bradford and Melton Mowbray sites on 5 April 2020. For previous years Gender Pay Gap reports please see 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 a gender pay gap can result from many different factors.

Our Gender Pay Gap Data

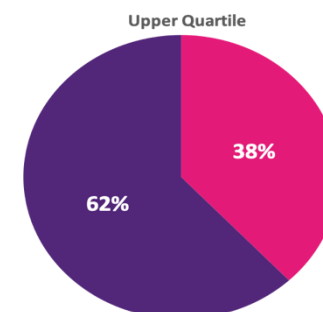
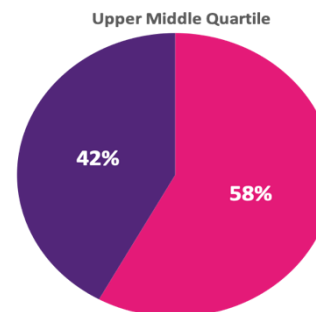
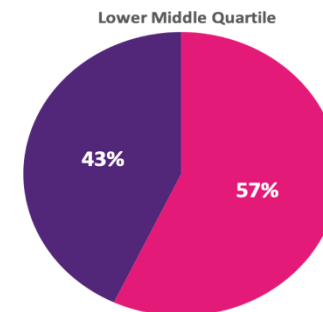
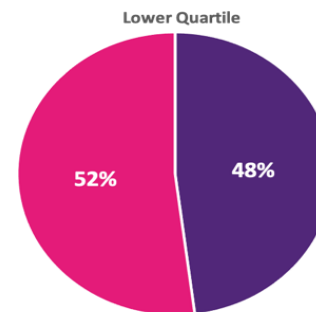
The Mailway team continues to be made up of roughly a 50/50 split of men and women. Each team member is paid based on job role and responsibilities irrespective of gender. Our results are shown in the tables and quartile plots below.

| Gender Pay Gap | |
|----------------|----------------|
| Mean Pay Gap | Median Pay Gap |
| 25.7% | 2.7% |

| Mean Bonus Pay Gap | Median Bonus Pay Gap |
|--------------------|----------------------|
| 68.7% | -75.0% |

| Proportion of men and women in receipt of a bonus | |
|---|--------|
| Male | Female |
| 13.0% | 4.6% |

| | |
|------|--------|
| Male | Female |
|------|--------|



Going Forward

Mailway's mean gender pay gap is driven by the current structure of the workforce, that is, it is skewed by the few directorships of the business being held long term by men. Mailway is committed to creating an environment in which both men and women can reach their career aspirations, this can be seen by the diversity of the team from senior management through to production operatives. Mailway will continue to promote a culture that values contribution of all employees regardless of gender, race, religion, age, sexual orientation, or disability through the following principles.

Recruitment : Mailway's recruitment process ensures it attracts and retains the best talent for the business.

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

Training and Development : Mailway have a dedicated training and development team who provide numerous opportunities for all to reach their career goals.

We will aim to publish future gender pay gap reports with 3 months of the snapshot date, 5 April. This will give the company opportunity to review the results and continue 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

