

# Gender Pay Gap Report 2017



Mailway is the UK's leading, independent contract packer. As an employer with over 250 employees, we 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 375 who were employed across our Bradford and Melton Mowbray sites on 5 April 2017.

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, some of which will be discussed in this report.

## Our Gender Pay Data

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. It is important to understand, when reviewing our data, that in the manufacturing industry there are roles which traditionally have been dominated by one of the genders, for example warehousing and engineering are traditionally male dominated environments.

### Gender Pay Gap

Mean Pay Gap	Median Pay Gap
17.9%	0.0%

Mean Bonus Pay Gap	Median Bonus Pay Gap
69.5%	41.2%

### Proportion of Men and Women who receive bonuses

Male	Female
4.8%	2.6%

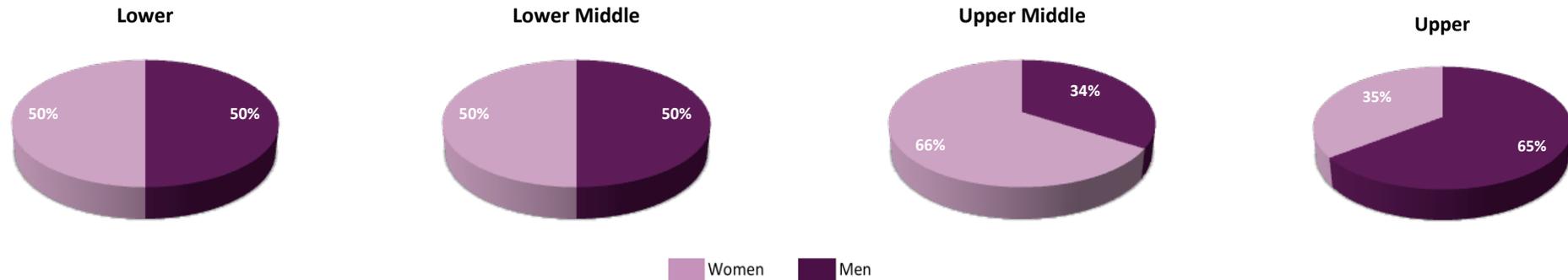
Mailway's mean pay gap of 17.9% is inline with the UK mean of 17.4% and the median pay gap is significantly lower at 0% compared to the UK median 18.4%<sup>1</sup>. We are proud of our median pay gap of 0%, demonstrating fair and equal pay across our production team which represents around 80% of our workforce. Looking at the two statistics together it shows that the pay of the top level management, all currently male, is having a big impact on the mean pay gap.

Mailway's mean bonus pay gap is 69.5% and the median bonus pay gap is 41.2%. As only a small number of our team received bonuses in the year leading up to April 2017, the mean and median bonus pay gaps for Mailway are skewed by performance based roles such as sales and recruitment, roles which are currently not held by women.

<sup>1</sup><https://www.theguardian.com/news/2018/feb/28/what-you-need-to-know-about-gender-pay-gap-reporting>

Each of the quartiles in the images below, based on a pay range, represent one quarter of our team. They show that in the lower and lower middle pay bands our workforce is equally balanced. The upper middle and upper pay bands show an imbalance of men and women, this is partly due to the traditionally higher paying skilled male dominated roles and partly due to a lack of women in our senior management, both discussed earlier.

## Quartiles



### Going forward

We are committed to operating our business in an ethical manner, and have a culture that values the 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 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