



# GENDER PAY GAP REPORT

## 2017

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## Company Statement

Owens Group is an equal pay employer. We are committed to making sure we retain, train and develop our staff to reach their full potential.

The strengths of our business are:

- Services which deliver first class performance to our customers
- Exceptional customer services
- Creating an environment to foster creativity, partnership, commitment and teamwork

We provide equal opportunities and are committed to the principle of equality regardless of race, national origin, religious belief, political opinion or affiliation, gender, marital status, sexual orientation, gender reassignment, age or disability.

We apply employment policies that are fair, equitable, and consistent with the skills and abilities of our employees and the needs of the business. We implement these policies to ensure all employees are accorded equal opportunity for recruitment, training and promotion and, in all jobs of like work, on equal terms of employment.

All employees are helped and encouraged to develop their full potential and the talents and resources of all will be utilised to maximise the efficiency of the Company.

We welcome individual differences and aim to provide a working environment where everyone feels valued, respected and able to contribute to the business.

Our employment policies are monitored to ensure compliance with current legislation and best practice.

## Director Declaration

I confirm that our data has been calculated according to the requirements of the Equality Act 2010 (Gender Pay Gap Information) Regulations 2017.

A handwritten signature in black ink, appearing to read "Ian Owen", with a horizontal line underneath it.

IAN OWEN  
OPERATIONS DIRECTOR  
FOR AND ON BEHALF OF OWENS ROAD SERVICES LTD.



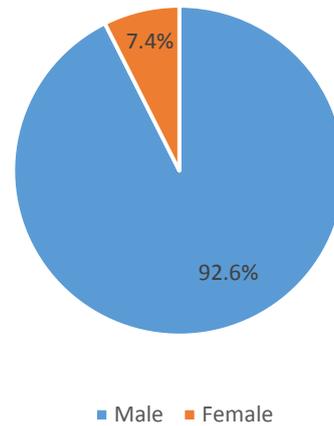


## Gender Pay Gap Report

We collected our data on the 5<sup>th</sup> of April 2017 when our workforce consisted of 617 men and 49 women. The figures show that Owens Group has a mean gender pay gap of -17% and a median gender pay gap of 2%.

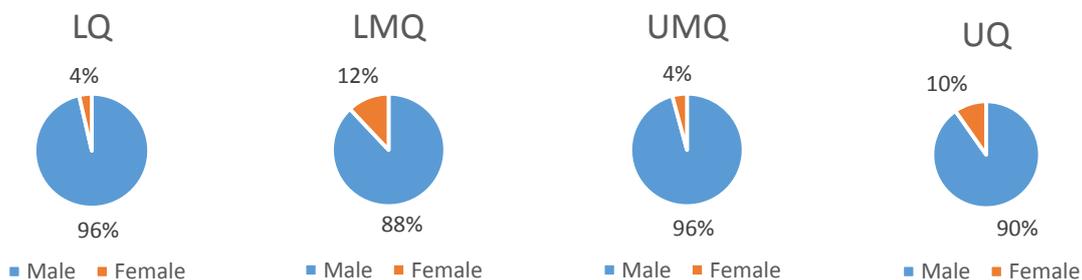
Owens Group supports equality through fair pay. We are confident that men and women are paid equally for doing the same job; however, there is a mean gender pay gap because of the different profile of roles undertaken by women compared with men. This is primarily as a result of the proportion of women employed being significantly lower than the proportion of men employed, which is common throughout the industry.

% of Male & Female Staff Across the Organisation



The gender pay gap is defined as the difference between the mean or median hourly rate of pay that male and female colleagues receive.

The mean pay gap is the difference between average hourly earnings of men and women. The median pay gap is the difference between the midpoints in the ranges of hourly earnings of men and women. It takes all salaries in the sample, lines them up in order from lowest to highest, and picks the middle-most salary. These figures are provided in the charts below based on hourly rate of pay as at 5<sup>th</sup> of April 2017.



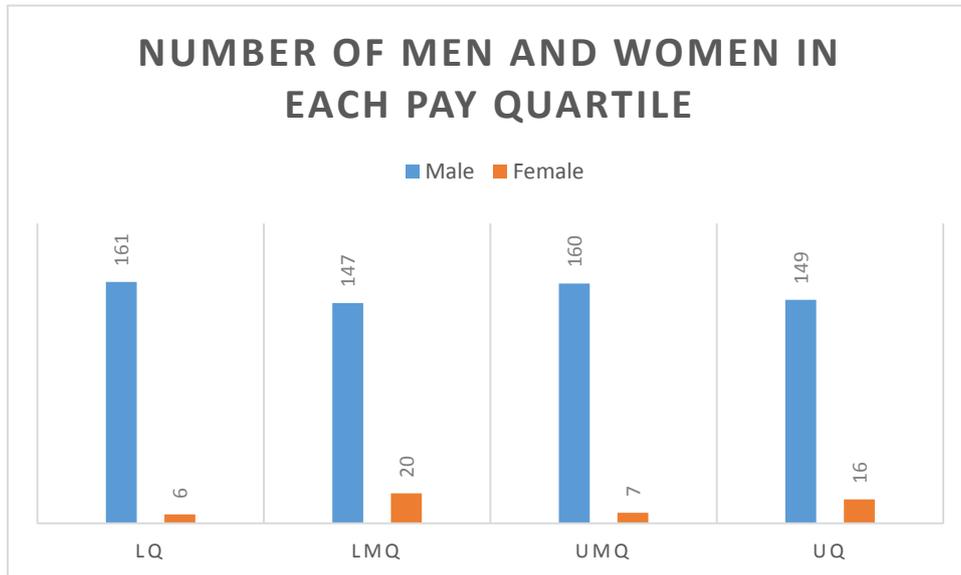
In common with the Transport & Logistics industry as a whole, our workforce is predominantly male. Just 8% of the UK qualified HGV Drivers are female.

Given that 92.6% of our workforce is male, it is also the case that men outnumber women at every level of the organisation.

The proportion of women included in each quartile of our employees is broadly consistent with the overall proportion. Overall 7.4% of the workforce are women and the proportion of



women in each quartile range from 4% to 12%. This demonstrates that our gender staff profile is consistent across all pay quartiles.



The fact that the proportion of women in the lower middle quartile and upper quartile are higher (12% and 10% respectively) than the proportion in the lower and upper middle quartiles (4%) impacts our mean gender pay whereby women employees are paid, on average, 17% more than men. We emphasise, however, that having a predominantly male workforce means that small fluctuations in the female workforce can have a significant impact on our mean gender pay gap.

The high proportion of men in our workforce is common for our industry and, as a result, the median pay gap (2%) is a more meaningful measure and reflection of our company wide equal pay policy.

### Why We Have a Gender Pay Gap

While we are confident that men and women are paid equally for doing equivalent jobs across our UK depots, the main reason for our organisation-wide gender pay gap is an imbalance of male and female colleagues across the organisation. As stated above, the mean gender pay gap is distorted by the significant difference in the proportion of women employed compared with men.

Within the scales, there are lots of different roles which require different technical skills and knowledge, so there will always be some differences in levels of pay. When we look at base pay alone we can see that the mean gender pay gap is -17%.

We have not reported on the gender bonus gap as this is not applicable to our organisation.



## Action

- Explore how we can attract more women into our organisation to create a more even gender balance, given that we have more men than women at every level of our organisation.

As an equal opportunities employer, we firmly believe in appointing the best candidate into the role, regardless of their gender or other factors covered by the Equality Act.