



# GENDER PAY GAP REPORT

## 2023

**owens**group.uk



## 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 "H Owen", with a long horizontal line underneath it.

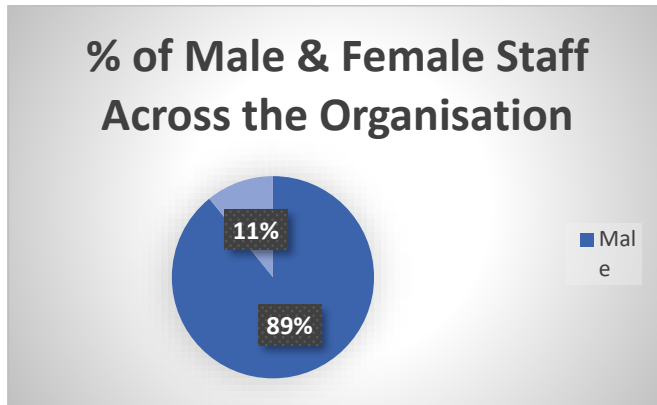


HUW OWEN MBE  
MANAGING DIRECTOR  
FOR AND ON BEHALF OF OWENS ROAD SERVICES LTD.



## Gender Pay Gap Report

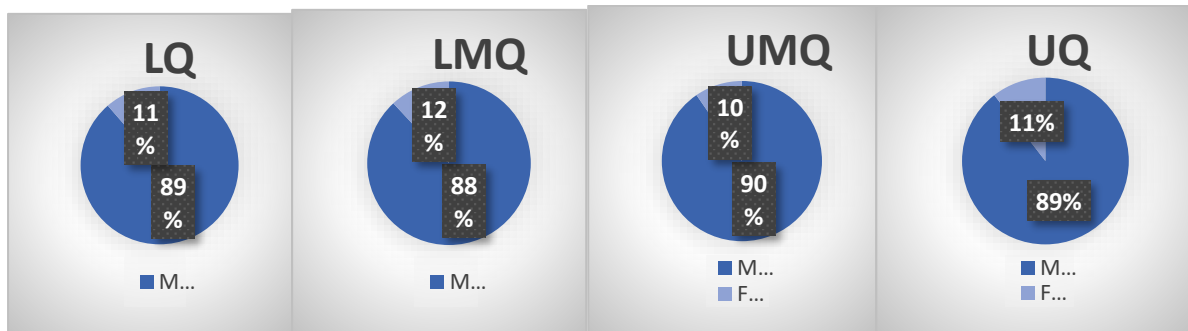
We collected our data on the 5<sup>th</sup> of April 2023 where the reportable workforce consisted of 877. Our newest figures show that Owens Group has a mean gender pay gap of -1% and a median gender pay gap of 1%.



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.

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

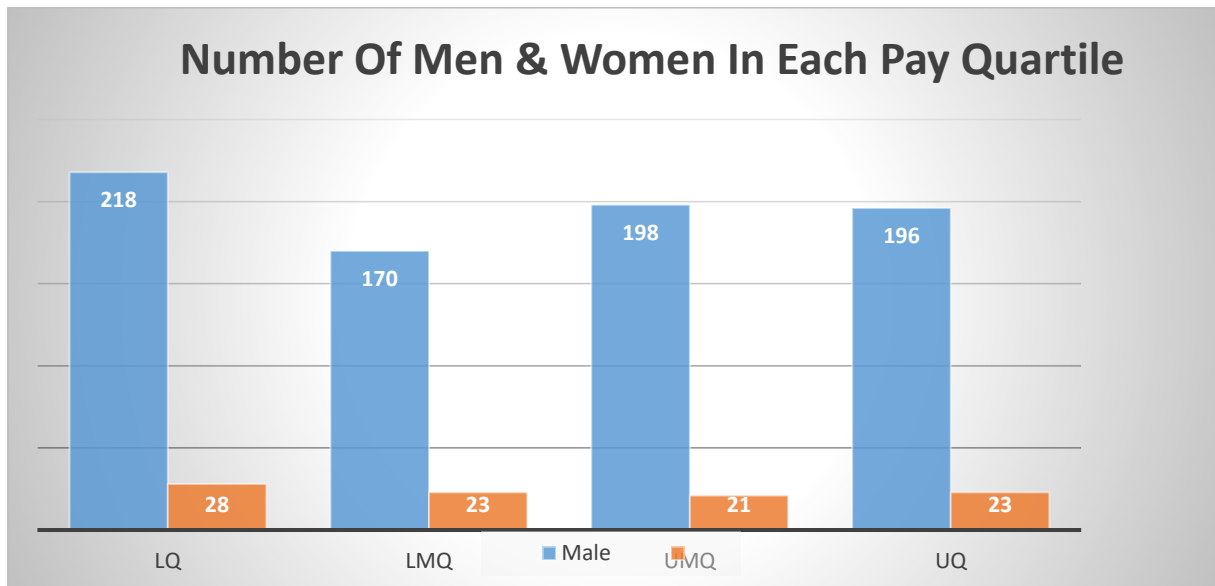
The mean pay gap is the difference between average hourly earnings of men and women. The median pay gap is the difference between the midpoints in the ranges of hourly earnings of men and women. It takes all salaries in the sample, lines them up in order from lowest to highest, and picks the middle-most salary. These figures are provided in the charts below based on hourly rate of pay as at 5<sup>th</sup> of April 2023.





In common with the Transport & Logistics industry as a whole, our workforce is predominantly male. There are 315,000 registered truck drivers in the UK of which 2,200 are female which is 1% of the truck driver population. 89.2% of our workforce is male, (compared to 92.1% in the previous year), 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, 10.8% of the workforce are women and the proportion of women in each quartile range from 9.6% to 11.4%. This demonstrates that our gender staff profile is consistent across all pay quartiles.



The analysis demonstrates Owens commitment to equality of pay and conditions within the same or similar roles, with a view to increasing the number of female higher level management positions in the coming 12 months.

The high proportion of men in our workforce is common for our industry and, as a result, the median pay gap (0%) 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. The mean gender pay gap is skewed 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, the mean gender pay gap is 0%. In comparison to our 2023 report, this gap has normalised following the rebalancing in 2022.

The number of women employed by the organisation increased from 7.9% in 2022 to 10.8%.

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

#### Action

- Continue the efforts to attract more women into our organisation to create a more even gender balance, following the success during the review period.

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.