

**FERGUSONS TRANSPORT LIMITED
GENDER PAY GAP REPORT AS AT APRIL 2023**

INTRODUCTION

Our Company is a general haulage, logistics and warehousing company operating 24/7 within the United Kingdom. This report stipulates our Gender Pay Gap in line with The Equality Act 2010 (Gender Pay Gap Information) Regulations 2017.

AVERAGE (MEAN) GENDER PAY REPORT – APRIL 2023

The difference in mean (average) hourly pay rate between male and female employees is -24.0 %

MEDIAN (MIDDLE) GENDER PAY REPORT – APRIL 2023

The difference in median (middle) hourly pay rate between male and female employees is 11.7 %

BONUS PAYMENTS 2023

- (a) The difference in mean (average) bonus pay (during the preceding 12 months) between male and female colleagues receiving a bonus was -2492.3 %
- (b) The difference between the median (middle) bonus pay paid to males and that paid to females was -1983.3 %
- (c) The proportions of male and female employees who received bonus pay was 92.2% male and 80.0% female

PROPORTION OF MALE AND FEMALE EMPLOYEES ACCORDING TO QUARTILE PAY BANDS

Quartile	Female	Male
Q4 Upper	1.9 %	98.1 %
Q3 Upper Middle	0.0 %	100.0 %
Q2 Lower Middle	3.8 %	96.2 %
Q1 Lower	3.8 %	96.2 %

In each salary band, there is a notable disparity in gender representation, with a higher proportion of male employees compared to females. Our sector, which includes long-distance lorry driving and heavy manual work, is characterised by a predominantly male workforce. These statistics underscore the persistent male dominance across all the pay quartiles. Fergusons Transport upholds equal compensation for all employees, irrespective of gender, in equivalent roles across our business."

We confirm that the above report is accurate to the best of our information, knowledge, and belief.

For: Fergusons Transport Limited

A Muxworthy

**A Muxworthy
HR MANAGER**

3rd April 2024