

**Gender Pay Gap Report Breezemount Services Ltd April 2022**

We are an employer required by law to carry out Gender Pay Reporting under the Equality Act 2010 (Gender Pay Gap Information) Regulations 2017.

This involves carrying out several calculations that show the difference between the average earnings of men and women in our organisation, as set out below:

**Difference in Hourly Rate**

Women’s mean hourly rate is **16.9% higher** than men.

Women’s median hourly rate is **11.91% higher** than men.

**Who Received Bonus Pay?**

47 % of women.

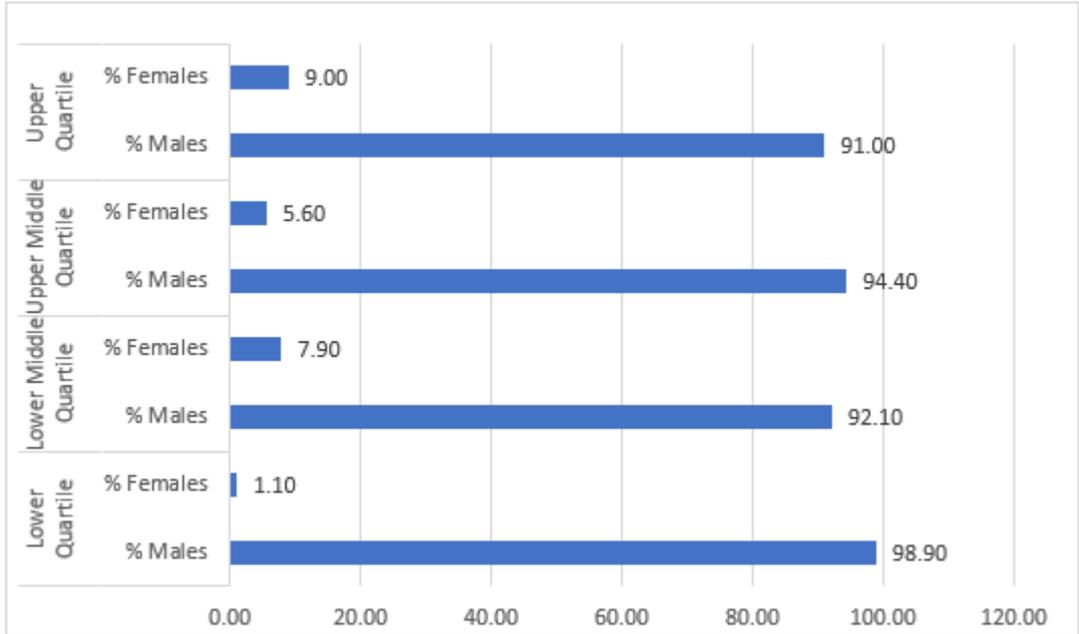
11 % men.

**Difference in Bonus Pay**

Women’s mean bonus pay is 123% higher than men.

Women’s median bonus pay is 5% higher than men.

**Proportion of Women in Each Pay Quartile**



## Explanation of Results

Our mean (average) gender pay gap has reduced from 19.7% in 2021 to 18.3% in 2022, and our median (middle) gender pay gap has reduced from 30.9% to 27.6%. While we're pleased that these results show improvement, mostly due to the increase of females joining the business in the last 12 months. We remain a highly male dominated population but can see the inroads we are making in several the more senior roles in our business hence the effect on the positive turn in our numbers. Our focus is to attract females in other areas of the business moving forward.

Our gender pay gap remains affected by the overall shape and distribution of females and males working across Breezemount, which has changed since last year. The gap improved last year due to the high turnover of people giving us the opportunity to focus of the male/female demographic. Colleagues in our sites continue to make up more than half of our workforce and we employ far more males than females in operational roles, which is typical of the logistics sector in the UK. It is a lower paid sector, which continues to have the greatest impact when we compare the average hourly rates of females and males.

Regards



Aaron Shields

Managing Director