

Gender Pay Gap Report Breezemount Services Ltd April 2023

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 **18.6 % higher** than men.

Women’s median hourly rate is **12.2 % higher** than men.

Who Received Bonus Pay?

52 % of women.

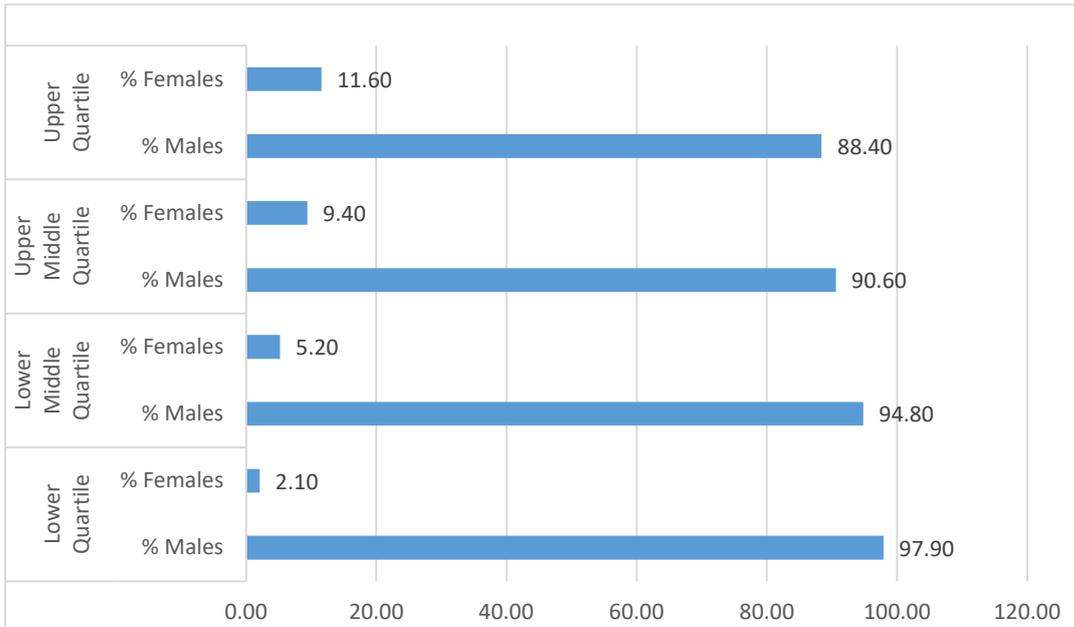
11 % men.

Difference in Bonus Pay

Women’s mean bonus pay is 121 % higher than men.

Women’s median bonus pay is 28 % lower than men.

Proportion of Women in Each Pay Quartile



Explanation of Results

Our mean (average) gender pay gap sits at 18.60% in 2023, and our median (middle) gender pay gap at 12.2% in the favour of our female population. While we're pleased that these results are positive, mostly due to the increase of females joining the business mainly in the higher paid jobs, 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. The Gender Bonus Gap has improved since last year in terms of more women and more men receiving bonus and also a slight improvement regarding the average bonus gap, however once again this is impacted by the overall higher percentage of male population.

Our gender pay gap remains affected by the overall shape and distribution of females and males working across Breezemount, which has slightly changed since last year but not significantly enough to make a major impact on the final figures. 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