



**FERGUSONS TRANSPORT LIMITED**  
**GENDER PAY GAP REPORT AS AT APRIL 2020**

**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 2020**

The difference in mean (average) hourly pay rate between male and female employees is -51.0 %

**MEDIAN (MIDDLE) GENDER PAY REPORT – APRIL 2020**

The difference in median (middle) hourly pay rate between male and female employees is -23.1 %

**BONUS PAYMENTS 2020**

- (a) The difference in mean (average) bonus pay (during the preceding 12 months) between male and female colleagues receiving a bonus was -1220.2 %
- (b) The difference between the median (middle) bonus pay paid to males and that paid to females was -2990.0 %
- (c) The proportions of male and female employees who received bonus pay was 96.2% male and 83.3% female

**PROPORTION OF MALE AND FEMALE EMPLOYEES ACCORDING TO QUARTILE PAY BANDS**

| Quartile        | Female | Male   |
|-----------------|--------|--------|
| Q4 Upper        | 3.7 %  | 96.3%  |
| Q3 Upper Middle | 10.7 % | 89.3 % |
| Q2 Lower Middle | 0.0 %  | 100.0% |
| Q1 Lower        | 0.0 %  | 100.0% |

Each band contains a significantly higher proportion of males than females. The sector in which we work is historically male dominated. These figures indicate a dominant male presence through all pay quartiles. We are confident that our male and female employees are paid equally for doing equivalent jobs 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**  
**HR MANAGER**