

CEVA Logistics Ltd 2020 Gender Pay Gap Report



Gender Pay Gap Report – CEVA Logistics

Foreword from Nicola Hartley, HR Director UK & Ireland



At CEVA logistics we know that a diverse workforce brings diversity of thought, creativity, challenge and ideas which are essential to our continued success and future growth. We are continuing to focus on creating a more diverse, inclusive and gender balanced workforce where everyone feels as though they belong and can be confident in being able to realise their full potential regardless of their gender.

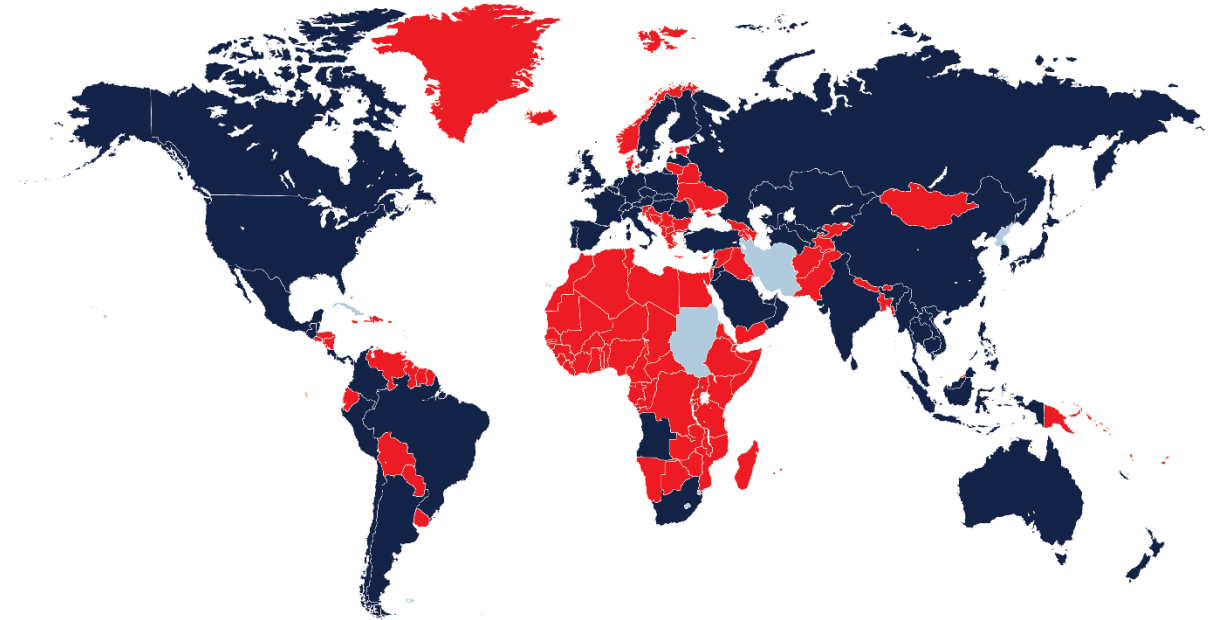
We have welcomed the reporting of our gender pay gap information and we continue to monitor both the number of females we have in our business as well as the gender pay gap.

We are continuing on our journey to be a more inclusive and diverse organisation and I was delighted to welcome our first Diversity, Inclusion and Belonging Manager to support in the delivery of our Diversity and Inclusion strategy. We continue to play an active role in the NOVUS scheme and with Women in Logistics as well as participating in our Group Women in Leadership programme.

I am looking forward to continuing our journey of improvement and change.

Nicola

Nicola Hartley
SVP HR CEVA UK & Ireland



78,000
Employees globally



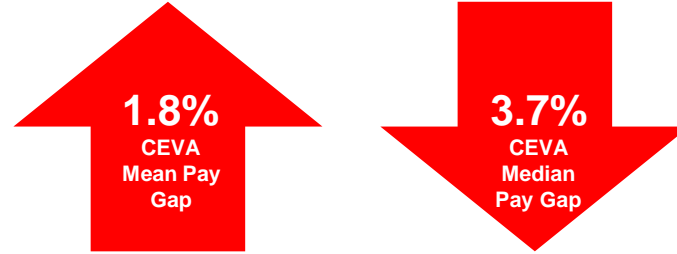
4,200
Employed in the UK

Contract Logistics

Our Contract Logistics business employs just over **4000** people in the UK, **21% are female and 79% male**, this is an increase on last year which is very positive.

Representation of women across all of our pay quartiles has increased, with more women being remunerated in the upper and upper middle quartiles of the pay band compared to the lower quartiles.

Women in the Contract Logistics business are generally paid more bonus pay at both a mean and median level.



We are very pleased that our mean pay gap is just **1.8%**. This is a slight increase from last year, which is mainly driven by the number of our site based workforce, who were predominately male being on furlough leave. The median rate of pay has also reduced to 3.7% which corresponds with more women being paid in the upper / upper middle quartiles of the pay band.

Women continue to receive higher mean and median bonus payments compared to their male counterparts. This is largely due to the majority of women in our business working in management and administration roles some of which attract a greater bonus earning potential.

CEVA Logistics is proud to be an equal opportunities employer and promote equality and diversity across our business.

We are pleased to publish our gender pay gap figures in accordance with The Equality Act 2010 (Gender Pay Gap Information) Regulations 2017. On behalf of CEVA Logistics, I confirm that the information contained in this report is true and accurate.

Chris Walton
Managing Director, CEVA UK & Ireland



CEVA recognises the importance of having a balanced and diverse workforce and we are working on a number of people strategies in our efforts to create a more diverse workforce.

- We have a new, dedicated **Diversity and Inclusion Manager** to develop and drive our Diversity Strategy
- We have a vibrant and active **Diversity & Inclusion Council** which is made up of employees across our business
- We also work with a range of organisations including **Women in Logistics**
- We have introduced an **agile working policy** with the aim of providing greater flexibility for all employees
- We work with local **schools and colleges** to promote logistics, with a specific focus on **encouraging more women** into our industry



Contract Logistics

Hourly Pay

1.8%



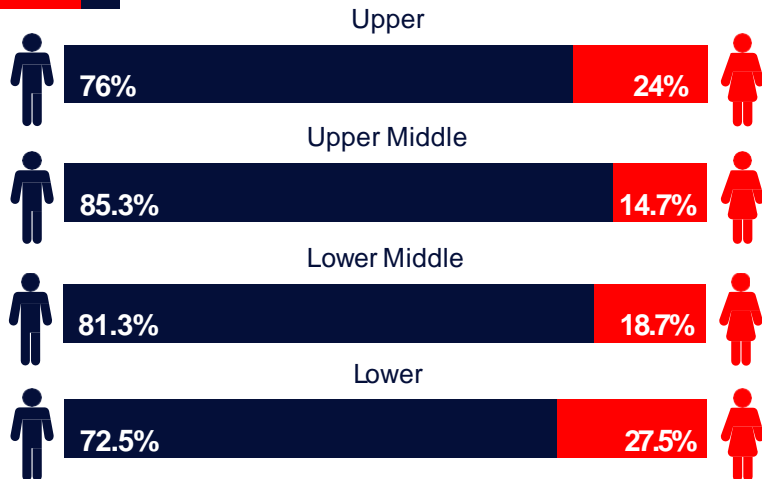
Difference in mean hourly rate of pay

3.7%



Difference in median hourly rate of pay

Proportion of male and female employees according to quartile pay bands



Hourly Pay Mean

£14.14



Mean rate of hourly pay paid during the relevant pay period for a Full Pay Relevant Employee (FPRE)

£13.89



Hourly Pay Median

£11.83



Median rate of hourly pay paid during the relevant pay period for a Full Pay Relevant Employee (FPRE)

£11.39



All quartile pay bands



78.8%

21.2%



Numbers of male and female employees according to quartile pay bands

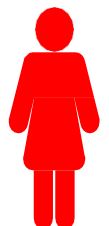


Total number of Full Pay Relevant Employees

1974



531



Contract Logistics

Bonus

-29.2%



Difference in mean bonus pay

-7.9%



Difference in median bonus pay

Bonus Paid

£1,159



Mean bonus pay paid during the relevant bonus period for Relevant Employees (including FPRE's) who were paid bonus during the 12 months ending with the snapshot date

£1,497



Numbers for Bonus Paid

850

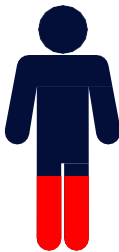


Number of Relevant Employees (including FPRE's) who were paid bonus during the relevant bonus pay period

146



Receiving a bonus



26.4%



16.6%

£613



Median bonus pay paid during the relevant bonus period for Relevant Employees (including FPRE's) who were paid bonus during the 12 months ending with the snapshot date

£661



3218



Total number of Relevant Employees

877





CEVA Logistics Ltd
PO Box 8663
CEVA House
Excelsior Road
Ashby de la Zouch
Leicestershire
LE65 9BA

www.cevalogistics.com