

CEVA Freight (UK) 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.

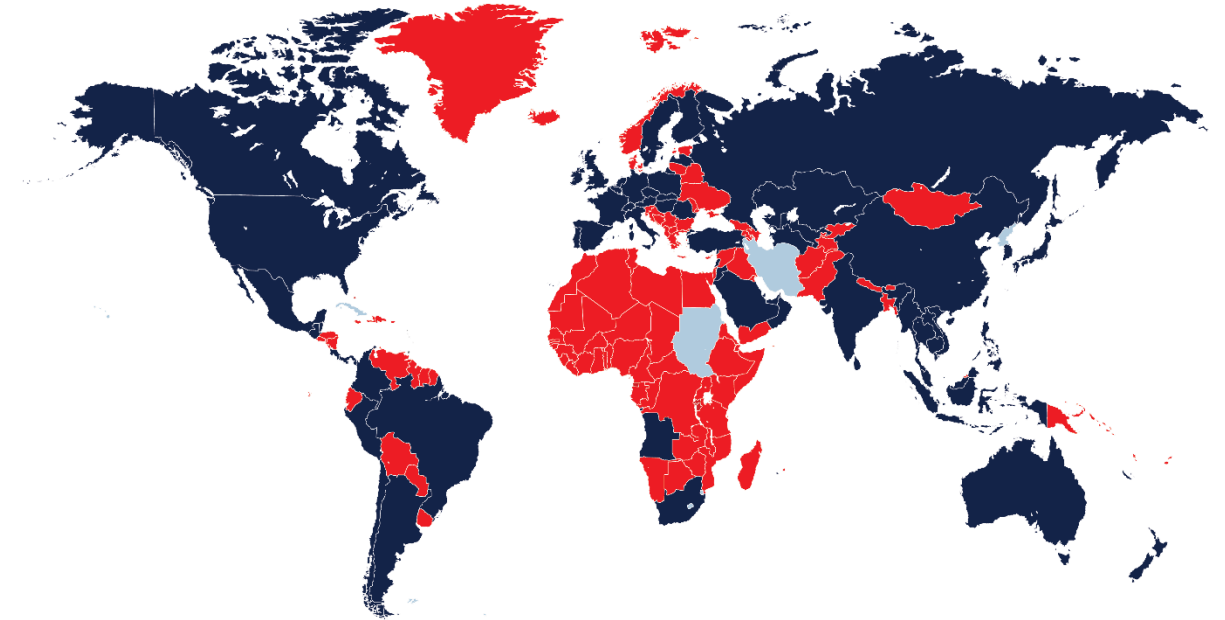
We have welcomed the reporting of our gender pay gap information and we continue to monitor both the number of females we have in our business as well as the gender pay gap.

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

CEVA Freight (UK)

CEVA Freight (UK) employs 373 people. 39% are female and 61% male. The mean pay gap has increased slightly to 20.6% with the median rate of pay reducing to 8.2%. There has been significant change in this business area with some large scale restructuring which has contributed to the change in our workforce.



We have continued to focus on raising awareness in the local community and promote careers in Logistics for school leavers and young people, We also continue our positive relationships with the Prince's Trust, NOVUS and Women in Logistics.

CEVA Freight 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



CEVA Freight (UK)

Hourly Pay

20.6%



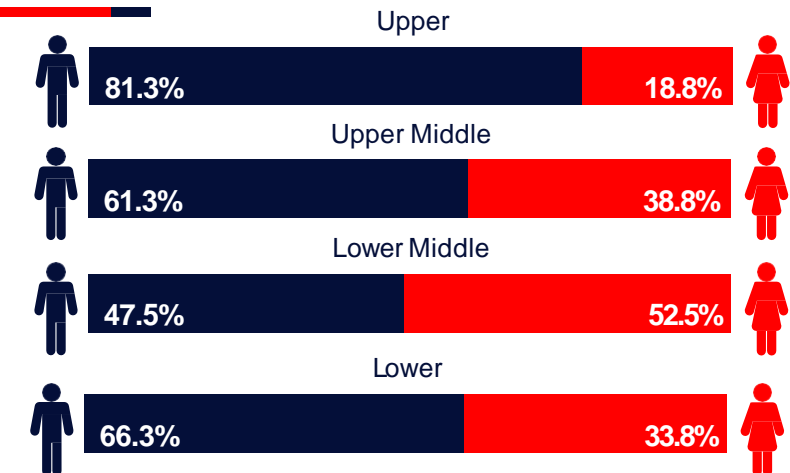
Difference in mean hourly rate of pay

8.2%



Difference in median hourly rate of pay

Proportion of male and female employees according to quartile pay bands



Hourly Pay Mean

£18.57



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

£14.74



Hourly Pay Median

£13.83



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

£12.69



All quartile pay bands

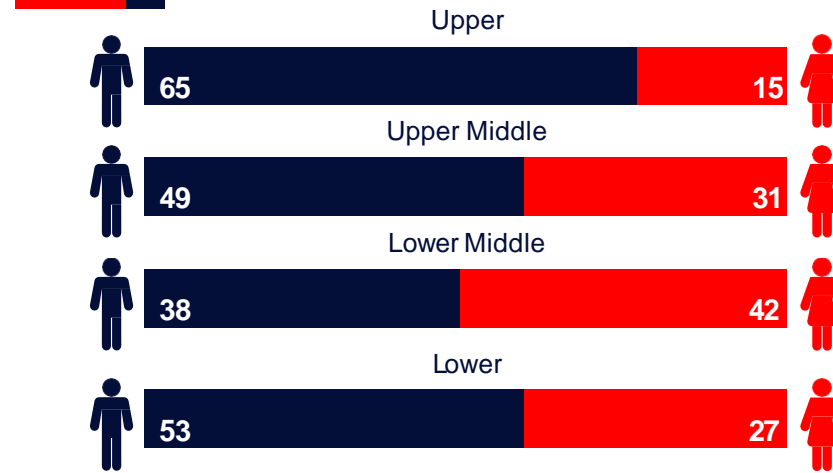


64.1%

35.9%



Numbers of male and female employees according to quartile pay bands

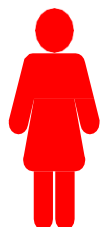


Total number of Full Pay Relevant Employees

205



115



CEVA Freight (UK)

Bonus

58.4%



Difference in mean bonus pay

58.9%



Difference in median bonus pay

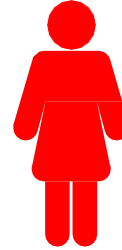
Bonus Paid

£4,678



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

£1,945



Numbers for Bonus Paid

35

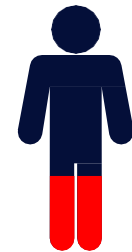


Number of Relevant Employees (including FPRE's) who were paid bonus during the relevant bonus pay period

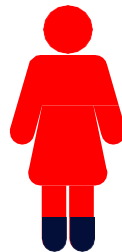
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Receiving a bonus



15.4%



6.2%

£2,288



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

£941



228



Total number of Relevant Employees

145





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