

CEVA Logistics Ltd 2021 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 for 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.

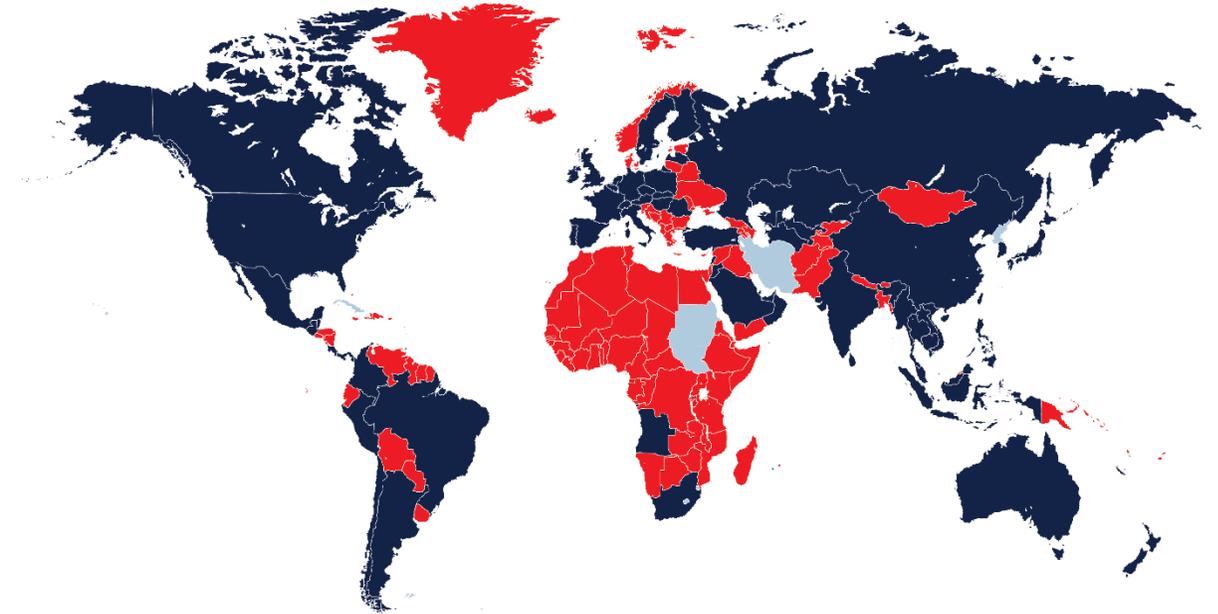
We have welcomed the reporting of our gender pay gap information and we continue to monitor both the number of females we have in our business as well as the gender pay gap.

We are continuing to focus on becoming a more inclusive and diverse organisation. Our partnership with NOVUS & Career Ready combined with our pledge to spotlight our industry as a career of choice for females in school has gained real traction. We continue to play an active and supportive role in Women in Logistics and this year has seen us launch our first peer to peer female network.

I look forward to the further evolution of our Diversity and Inclusion journey.

Nicola

Nicola Hartley
HR Director, CEVA UK & Ireland



78,000
Employees globally



4,200
Employed in the UK

Contract Logistics

Our Contract Logistics business employs just over **3,500** people in the UK, **21% are female and 79% male**, this is an increase on last year which is very positive.

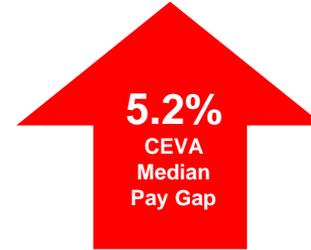
We have a good representation of women across all of our pay quartiles, with more women being remunerated in the upper and upper middle quartiles of the pay band compared to the lower quartiles.

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



We are pleased that our mean pay gap is just **2.6%** and our median rate of pay is **5.2%**. Most of our employees work in manual roles which attract a number of allowances the majority of which are men which has contributed to a slight increase in mean and median pay from last year.

The number of women receiving bonus pay has increased by 50%. However this has had an impact on the overall mean and median amounts of bonus pay reducing as we start to recognise women across all pay quartiles in our organisation.



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 clear road map that outlines our Diversity, Inclusion & Belonging ambitions
- We have introduced a new mentoring programme focussed on supporting Women into **senior roles**
- We have a vibrant and active **Diversity & Inclusion Council** which is made up of employees across our business
- We proactively support our colleagues with their **mental health and wellbeing** which includes our partnership with Mental Health England
- We also work with a range of organisations including **Women in Logistics**
- We regularly liaise with the DWP and Charity Partners to provide sustainable career opportunities for individuals with disabilities
- We work with **schools, colleges and universities across the UK&I** to promote logistics, with a specific focus on **encouraging more women** into our industry



Contract Logistics

Hourly Pay

2.6%



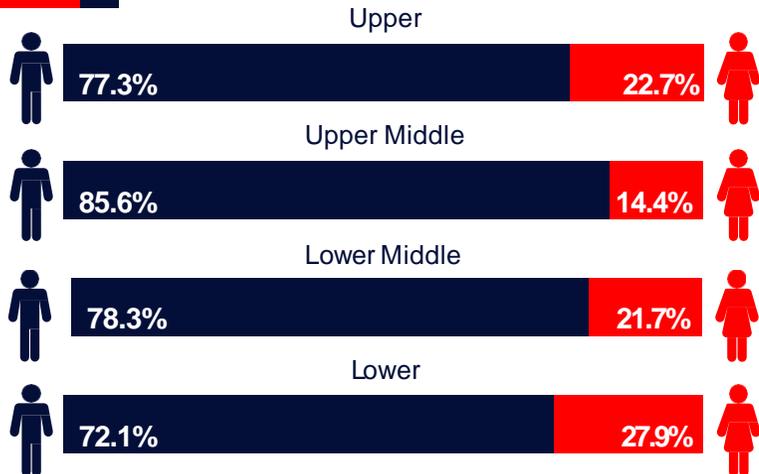
Difference in mean hourly rate of pay

5.2%



Difference in median hourly rate of pay

Proportion of male and female employees according to quartile pay bands



Hourly Pay Mean

£14.21



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

£13.84



Hourly Pay Median

£11.99



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

£11.37



All quartile pay bands

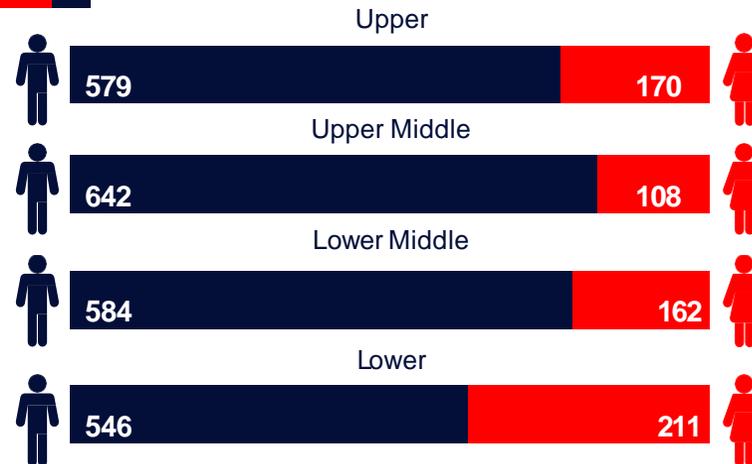


78.3%

21.7%



Numbers of male and female employees according to quartile pay bands



Total number of Full Pay Relevant Employees

2351



651



Contract Logistics

Bonus

7.7%



Difference in mean bonus pay

- 42%



Difference in median bonus pay

Bonus Paid

£1,561



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

£1,441



Numbers for Bonus Paid

1057

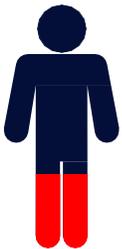


Number of Relevant Employees (including FPRE's) who were paid bonus during the relevant bonus pay period increased by 50% from last year

223



Receiving a bonus



36.5%



28.6%

£500



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

£710



2893



Total number of Relevant Employees

779





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