

CEVA Freight (UK) 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 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.

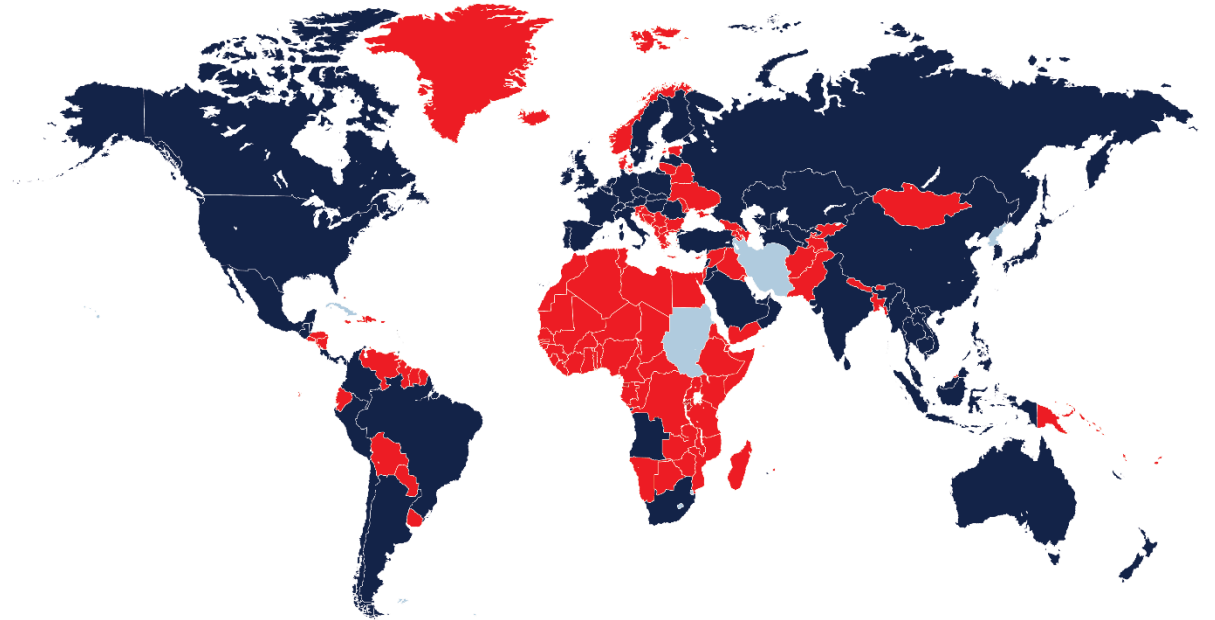
We have welcomed the reporting of our gender pay gap information and we continue to monitor both the number of females we have in our business as well as the gender pay gap.

We are continuing 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 female school pupils 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

CEVA Freight (UK)

CEVA Freight (UK) employs **373 people**. **39% are female and 61% male**. The mean pay gap has increased slightly since last year to **20.7%** with the median rate of pay increasing to **9.4%**. During 2021 the employment market has been particularly challenging which has driven up starting rates of pay which may have impacted the median rate of pay.



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 DWP, Prince's Trust, NOVUS, Career Ready & 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 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



CEVA Freight (UK)

Hourly Pay

20.7%



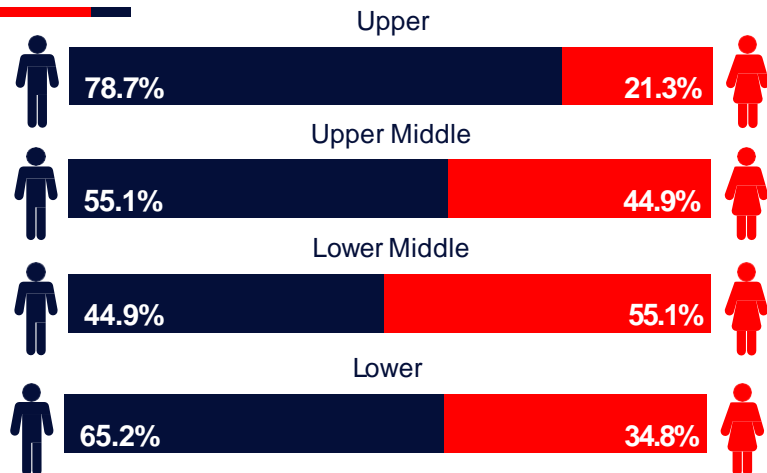
Difference in mean hourly rate of pay

9.4%



Difference in median hourly rate of pay

Proportion of male and female employees according to quartile pay bands



Hourly Pay Mean

£18.76



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

£14.87



Hourly Pay Median

£13.94



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

£12.64



All quartile pay bands

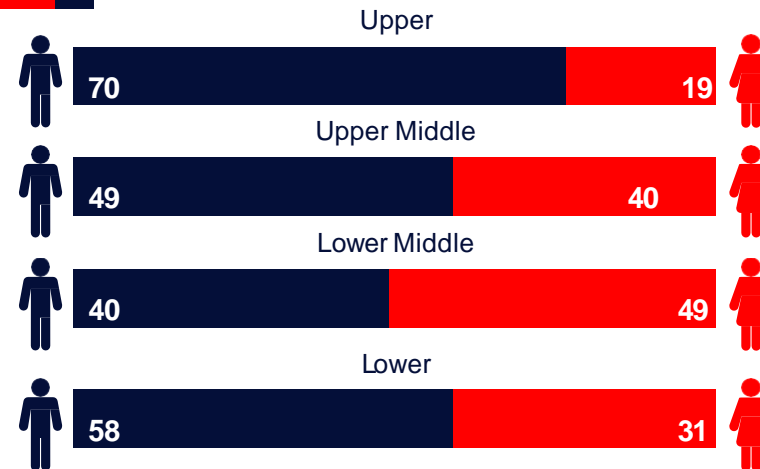


61%

39%



Numbers of male and female employees according to quartile pay bands

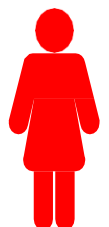


Total number of Full Pay Relevant Employees

217



139



CEVA Freight (UK)

Bonus

68.5%



Difference in mean bonus pay

86.5%



Difference in median bonus pay

In 2021 more than double the amount of women received bonus pay, the majority of which were for more junior members of the team which has resulted in the median bonus pay reducing since last year

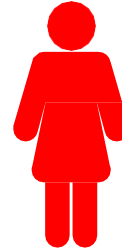
Bonus Paid

£3,372



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

£1,062



Numbers for Bonus Paid

38

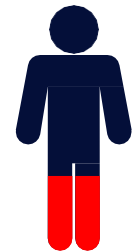


Number of Relevant Employees (including FPRE's) who were paid bonus during the relevant bonus pay period

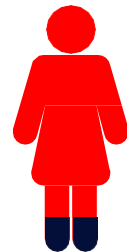
23



Receiving a bonus



15.4%



6.2%

£1,115



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

£150



224



Total number of Relevant Employees

149





**CEVA Freight (UK)
PO Box 8663
CEVA House
Excelsior Road
Ashby de la Zouch
Leicestershire
LE65 9BA**

www.cevalogistics.com