



Holdsworth Gender Pay Gap Report 2018

Gender pay reporting legislation requires employers with 250 or more employees to publish statutory calculations every year showing how large the pay gap is between their male and female employees.

Our declared figures as of 5th April 2018 are as follows:

- Women's hourly rate is 4.5% lower (mean) and 2.7% lower (median)
- Top salary quartile has 86% men and 14% women
- Upper middle salary quartile has 82.8% men and 17.2% women
- Lower middle salary quartile has 92.4% men and 7.6% women
- Lower salary quartile has 75.3% men and 24.7% women
- Women's bonus pay is 48.8% lower (mean) and 71.2% lower (median)*
- 91.4% of men and 64.8% of women received bonus pay

*The gender gap in bonus payments is largely due to the fact that the roles in which performance bonuses are used are manual, male dominated (HGV Driving/Warehouse order picking) roles.

Holdsworth is a diverse organisation which requires a range of different skills from its employees. We are committed to reducing the gender pay gap between men and women but the operational nature of the business means that unless there is an equal number of men and women available in the UK workforce for these roles there will inevitably be some overall imbalance in our results.

We are pleased to report that our gender pay gap continues to be significantly lower than the national average and that of the transport and storage sector. The 2.7% median difference is explained by the fact that senior, higher paid roles in the company have a higher number of men than women.

I confirm that the pay gap data reported is accurate and has been collated in accordance with the Equality Act 2010 (Gender Pay Gap Information) Regulations 2017.

Rebecca J.C. Warhurst
Finance Director