

GENDER PAY GAP REPORT 2018

W. H. Bowker Limited (trading as Bowker Transport) is a leading logistics company providing the complete range of transport and warehousing services from our strategically located operating centres at Preston, Hull, Droitwich, Knowsley, Ripon, York and Selby. We are proud to be renowned by our customers and peers for our professional approach and total commitment in providing responsible, secure and reliable transportation services, which have been recognised by the accreditations and industry awards the Company has received.

This is the second year Bowker Transport has reported its gender pay gap under the Government's Gender Pay Reporting legislation. For the purposes of this report and in line with the published guidelines, our headcount is based on a data snapshot as at 5th April 2018 for a total of 366 staff.

The transport and warehousing sector has historically been comprised of a high proportion of male workers, especially in the areas of HGV driving and warehouse operations which account for 65% of our total workforce. However, we are proud of our track record of recruiting and retaining good quality female staff in our office based and middle management roles where women make up 40% of the staff in these areas.

The key calculations which we are required to report are as follows :

Mean Gender Pay Gap	10.55%	Median Gender Pay Gap	(3.13%)
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These figures show that women's hourly rate of pay is 10.55% lower than male colleagues although when looking at the median hourly rate women are paid 3.13% more than men. These figures represent a closing of the gender pay gaps compared to last year.

Mean Bonus Gender Pay Gap	6.59%	Median Bonus Gender Pay Gap	44.87%
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These figures show that women's bonus pay is 6.59% less than male colleagues but although when looking at the median bonus this figure is increases to 44.87%. Again, compared to last year, the mean bonus gender pay gap has improved from 35.33% to 6.59%.

Proportion Receiving A Bonus Payment :	Female	71.70%	Male	49.84%
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These figures show that 71.70% of our female staff received a bonus during the year to 5th April 2018 compared to 49.84% of male employees. Both of these figures represent an increase on last year.

PAY QUANTILES

Lower Quartile :	Male	81.32%	Female	18.68%
Lower Middle Quartile :	Male	92.39%	Female	7.61%
Upper Middle Quartile :	Male	82.61%	Female	17.39%
Upper Quartile :	Male	85.71%	Female	14.29%

These figures show how many men and women are in each quarter of the payroll. In each quartile, the disposition of the workforce is largely male, especially the Lower quartile, which is consistent with the gender disparity across the logistics industry, although women are represented more in the Middle and Upper quartiles.

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We, at Bowker Transport, are committed to ensuring employees in similar roles are paid equitably and we are also committed to narrowing the gender pay gap. We continue to encourage female colleagues to enter into the industry by offering competitive salaries, bonuses and flexible working wherever possible, and also recognise the achievements of our current female staff in the success of our Company.

I can confirm that the data contained in this report is accurate and published in accordance with the Gender Pay Gap Reporting guidance and legislation.

A handwritten signature in black ink, appearing to read 'Chris Kay'.

Christopher Kay
Finance Director