

GENDER PAY GAP REPORT 2017

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 first time Bowker Transport is reporting 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 2017 for a total of 355 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	12.75%	Median Gender Pay Gap	1.69%
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These figures show that women's hourly rate of pay is 12.75% lower than male colleagues although this figure is reduced to 1.69% when looking at the median hourly rate. The Office for National Statistics (ONS) have published that in April 2017 the gender pay gaps for all employees were 18.4% and 9.1% respectively.

Mean Bonus Gender Pay Gap	35.33%	Median Bonus Gender Pay Gap	13.42%
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These figures show that women's bonus pay is 35.33% less than male colleagues but again this figure is reduced to 13.42% when looking at the median bonus. We consider these figures to have been somewhat distorted this year due to one off bonus payments made to senior staff following the successful acquisition of Potter Logistics Ltd in November 2016. We are confident that next year's published figures will show a closing of these gaps.

Proportion Receiving A Bonus Payment :	Female	62.96%	Male	39.20%
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These figures show that 62.96% of our female staff received a bonus during the year to 5th April 2017 compared to 39.20% of male employees.

PAY QUANTILES

Lower Quartile :	Male	88.76%	Female	11.24%
Lower Middle Quartile :	Male	78.65%	Female	21.35%
Upper Middle Quartile :	Male	85.39%	Female	14.61%
Upper Quartile :	Male	86.36%	Female	13.64%

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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Subject

Date

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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 be "William Henry Bowker". The signature is written in a cursive style with a large, sweeping initial "W".

William Henry Bowker
Director

4/4/2018