

## GENDER PAY GAP REPORT 2020

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 fourth year Bowker Transport has reported its gender pay gap under the Government's Gender Pay Gap (G.P.G.) 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 5<sup>th</sup> April 2020 for a total of 308 full paid relevant employees, compared with 353 last year.

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 85% 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 39% of the staff in these areas.

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

**Mean Gender Pay Gap 13.3%**

**Median Gender Pay Gap 3.1%**

These figures show that women's hourly rate of pay is 13.3% lower than male colleagues and when looking at the median hourly rate women are paid 3.1% less than men. These figures represent a slight widening of the gender pay gaps compared to last year. This is partly due to our decision to increase the size of our vehicle fleet and hence the number of HGV drivers who are predominately men. The figures this year are also distorted as a number of our higher paid female staff were on leave at the snapshot date and therefore ruled out of the calculations under the G.P.G. reporting criteria.

**Mean Bonus Gender Pay Gap 53.2%**

**Median Bonus Gender Pay Gap 1.4%**

These figures show that women's mean bonus pay is 53.2% lower than their male colleagues this year, a widening of the gap compared to last years report which showed a figure 42.7% in favour of women. We consider this to be an anomaly caused by bonus payments made to senior staff and the distortion mentioned above relating to a number of higher paid and higher bonused female staff that were on leave. We are confident that the reported figures for 2021 will show an improvement in favour of female staff. The median bonus gender pay gap still shows in favour of men but has however narrowed from 23.8% last year to 1.4% this year.

**Proportion Receiving A Bonus Payment : Female 78.7% Male 48.3%**

These figures show that 78.7% of our female staff received a bonus during the year to 5<sup>th</sup> April 2020 compared to 48.3% of male employees. These figures represent an improvement of the gap compared to last year and show for the fourth year in a row that our female colleagues are more likely to be employed in roles that attract a bonus.

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Subject

Date

Page 2

**PAY QUANTILES :**

<b>Lower Quartile :</b>	<b>Male 89.6%</b>	<b>Female 10.4%</b>
<b>Lower Middle Quartile :</b>	<b>Male 84.4%</b>	<b>Female 15.6%</b>
<b>Upper Middle Quartile :</b>	<b>Male 84.4%</b>	<b>Female 15.6%</b>
<b>Upper Quartile :</b>	<b>Male 80.5%</b>	<b>Female 19.5%</b>

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, which is consistent with the gender disparity across the logistics industry, although women are represented more in the Middle and Upper quartiles.

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 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.



**Christopher Kay**  
**Finance Director**