



Gender Pay Gap Report

Currie European Transport Ltd is an equal opportunity employer and is proud to be an employer that takes a proactive approach towards diversity and inclusion.

In order to highlight the issue of gender pay equality, the Government has required all companies with more than 250 employees to report their gender pay gap.

Currie European Transport Ltd welcomes this approach and views it as a positive move in equality legislation.

HOURLY RATE	
Women's hourly rate is:	
3.80% lower (mean)	9.93% lower (median)
PAY QUANTILES	
Upper	
90.91% Male	9.09% female
Upper Middle	
92.54% Male	7.46% female
Lower Middle	
98.51% Male	1.49% Female
Lower	
75.76% Male	24.24% Female
BONUS PAY	
Who received bonus pay	
17.23% Male	3.57% Female
Women's bonus pay is:	
78.23% lower (mean)	30.21% higher (median)

What does the data tell us?

Whilst our gender pay gap figures compare positively with the UK average (17.1% mean, 17.9% median, ASHE 2018, provisional) we still realise there is work to be carried out in order to reduce the gap further.

We operate in the road transport sector which is very male dominated largely because the majority of employees are in driver and warehouse roles and whilst males and females are paid exactly the same for these positions (based on shift patterns) there are very few females following careers in this sector.

As a business we are actively trying to attract more females into the industry, especially through our driver apprenticeship programme and currently 25% of our apprentices are female.

These figures are based on the snapshot date of 05 April 2018.

Signed

Stephen Turner, Managing Director

Date 01 April 2019