

Gender Pay Gap Statement – April 2019

Europa Worldwide Group Ltd. (including Europa Road Ltd.)



1. OUR APPROACH

Equal pay and opportunities are fundamental to the ethos and values of Europa Worldwide Group and we strive to achieve this always. Our salaries are benchmarked in line with market rates and within different job categories, our aim is always to pay identically.

The Equality Act 2010 (Gender Pay Gap Information) Regulations 2017 requires us to carry out Gender Pay Reporting. This involves carrying out six calculations that show the difference between the average earnings of men and women in our organisation. We can then use these results to assess the levels of gender equality in our workplace, the balance of male and female employees at different levels, and how effectively talent is being maximised and rewarded. All employers with 250 or more employees are legally required to publish this information, on an annual basis.

This statement sets out the relevant information for Europa Worldwide Group Limited, for the period 6 April 2018 to 5 April 2019. This information has been calculated in accordance with the requirements of the Gender Pay Gap Regulations. However, we have also included in this statement more detailed information beyond that which is legally required to be published to help explain our overall approach to pay and equality.

The Gender Pay Gap is defined as the relative difference in the average aggregate earnings of women and men. We chose, for absolute transparency to have our analysis undertaken independently by respected supplier Croner to prepare the statutory disclosures required by the Government. However, we then produced a more detailed analysis by role to better understand any areas which needed to be addressed.

Analysing and reporting our Gender Pay Gap has provided us with some critical measurements against which we can benchmark our progress.

With the help of data in this analysis there is more that we can do and we will aim to redouble our focus in this area particularly via appraisal, career development planning so that more women can aspire to senior roles, employee engagement, mentoring, training. We also recognise that none of our actions will succeed without the right culture and working environment.

To this end, we are relentlessly focused on agile working and providing a working environment that is truly inclusive, underpinned by respect and inclusion always. Diversity, across all dimensions, is the outcome of an inclusive culture. All our people have a part to play in ensuring we always provide an inclusive environment.

2. STATUTORY REPORTING

First, in terms of the statutory reporting required by Government, the results of this analysis as at 4 April 2018, produced independently, are as follows.

Gender Pay Gap - April 2019		
Women's hourly pay rate is:	21% lower (mean)	7% lower (median)
Pay Quartiles		
Top Quartile	77% Men	23% Women
Upper Middle Quartile	51% Men	49% Women
Lower Middle Quartile	65% Men	35% Women
Lower Quartile	45% Men	55% Women
Gender Bonus Gap		
Women's bonus pay is:	30% lower (mean)	17% lower (median)
Who received bonus pay:	36% on Men	10% of Women

This information is accurate and is accepted by the Managing Director – Andrew Baxter.

This gap is not something we either recognise or can identify within Europa and our concern is that this does not reflect the reality. Decisions on pay are made on the weight of the role, not the individual in the role. We pay our staff a fair salary that is proportionate to the complexity of each role, and in line with our overall objectives and values. We value the diversity, expertise and passionate commitment of our exceptional people. It is, that we openly address any issues of unfairness in our gender pay gap.

Our Company culture does not allow for any discrimination at all on pay. We have studied this in detail and as far as we are aware there is no evidence of gender pay gap discrimination within our organisation.

In explaining the Gender Pay Gap, there are several complex and often interrelated factors that explain the existence of the Gender Pay Gap as defined by the European Commission. These factors are addressed below and in the video for which a link is provided below.

http://ec.europa.eu/justice/gender-equality/gender-pay-gap/causes/index_en.htm

3. FACTORS RELATING TO THE GENDER PAY GAP AND EUROPA'S RESPONSE

3.1 Direct discrimination

This is defined as some women being paid less than men for doing the same job. This factor only explains a small part of the Gender Pay Gap.

In response, Europa has produced statistics relating to all core roles in the Company and a summary of this, excluding personal financial data has been set out below. In doing this detailed analysis we found no evidence of bias or discrimination at any level or any role within the Company, put simply all men and women are paid equally when performing the same or similar role.

GENDER PAY BY CORE ROLES - 5 APRIL 2019			
Role	Male	Female	Notes
Director	6	2	All paid identically
National/Regional Manager	6	0	There were no women in this role at the time of the survey
Branch Manager	12	1	Pay is based on the size of the branch and associated responsibility. No gender bias is evident in pay
Senior Account Manager	17	5	Senior Account Managers were paid at a standard rate and there is no gender bias.
Account Manager	12	7	No gender bias was evident in pay
Sales Operator	13	23	No gender bias was evident in pay
Customer Service Manager	5	3	No gender bias was evident in pay
Operator - All Divisions	21	27	No gender bias was evident in pay
Senior Manager - All Divisions and Functions	39	5	No gender bias was evident in pay
Manager - All Divisions and Functions	61	12	No gender bias was evident in pay
Administrator - All Divisions and Functions	35	117	No gender bias was evident in pay
Telesales	0	10	No gender bias was evident in pay
Drivers - All locations	40	2	No gender bias was evident in pay
Warehouse Operative - Skilled - Dartford	92	2	No gender bias was evident in pay
Warehouse Logistics Operative - Dartford	11	10	There is a range based on depending whether the person is skilled or unskilled, but there is no gender bias
Warehouse Logistics Operative - Birmingham	37	11	There is a range based on depending whether the person is skilled or unskilled, but there is no gender bias
Warehouse Logistics Operative - Northampton	55	22	There is a range based on depending whether the person is skilled or unskilled, but there is no gender bias
Total	462	259	
Total Roles Covered by the above			This represents 93% of staff. In respect of the 7% in individual or specialist posts, this was also reviewed and although more subjective, we found no evidence of any gender bias.
Total Staff at 1 April 2019	774		

It should be noted that we always encourage women to apply for skilled roles and offer free training for them to obtain the required qualifications in mechanical handling equipment. Adding these skills automatically entitles employees to a better pay rate.

3.2 The undervaluing of women's work

This is defined as women earning less than men for doing jobs of equal value, and that the evaluation of performance, and hence pay level and career progression, may be biased in favour of men.

Based on the detailed analysis undertaken, there was no evidence that jobs of equal value were treated differently. The importance of encouraging and developing talent of any gender is the primary driver at Europa.

Taking a warehouse role as an example, all warehouse roles are titled 'Warehouse Operative' even though there are two different types of 'Operative'. One is skilled and requires qualifications in mechanical handling equipment and the other is unskilled and involves the picking and packing of goods for dispatch. These are paid at different rates based on an evaluation of the roles and competences required to undertake them. There is, therefore, a clear differential in pay between these roles because the skilled roles in general have attracted men, whilst the unskilled roles have attracted women. Europa is committed to close the gap through training and skills development programmes. Again, there is no gender bias evident.

3.3 Segregation in the labour market

The segregation in the labour market is also defined as a contributory factor to a Gender Pay Gap. Women and men still tend to work in different jobs. On the one hand, women and men often predominate in different sectors and women are under-represented in managerial and senior positions.

To many, transportation and logistics is perceived as a traditional and old fashioned business which traditionally attracts men. At Europa, we seek to break down these notions and present ourselves as a vibrant, modern, pro-active and fun company with strong values. In doing so we are helping women achieve their potential and ascend to higher position. Women now have a 25% representation on our Board of Directors and one of our female directors joined as a Graduate Management Trainee. There is still a long way to go, but our culture now represents our ambition.

3.4 Traditions and stereotypes

Segregation is also considered to be frequently linked to traditions and stereotypes. Whilst in some cases this may reflect personal choices, traditions and stereotypes may influence, for example, the choice of educational paths and, consequently, professional careers that girls and women make.

These are legacy issues which Europa recognises and actively works to break.

3.5 Balancing work and private life

Another factor relating to the creation of a Gender Pay Gap is that women experience greater difficulties than men when it comes to balancing work and private life because family, care and domestic responsibilities are still not equally shared. Although part-time work may be a personal choice, women have greater recourse to part-time work to combine work and family responsibilities.

Europa recognises and embraces the right to flexible working and seeks to accept, recognise and value this type of working as a means of continuing to employ and develop an individual.

4. GOVERNMENT EQUALITIES OFFICE ACTIONS

The Government Equalities Office has recently circulated a paper 'Reducing the gender pay gap and improving gender equality in organisations: Evidence-based actions for employers'. This has been discussed by the Board of Europa Worldwide Group and it has been agreed that we will embrace these actions wherever feasible and wherever possible to achieve.

These actions are summarised as follows:

- Women in shortlists for recruitment and promotions.
- Using skill-based assessment tasks in recruitment.
- Using structured interviews for recruitment and promotions.
- Encouraging salary negotiation by showing salary ranges.
- Promoting transparency to promotion pay and reward processes.
- Appointing diversity managers within teams.

It is understood that further research is being done and further recommended actions may be forthcoming

5. SUMMARY

We fundamentally believe that the gap identified in the statistics required by the Government does not reflect the reality of the situation in Europa and is not something we can identify with. Our concern is that this does not reflect the reality. Our own analysis, which is more detailed in nature and decisions on pay are made on the weight and type of the role, not the individual in the role. We pay our staff a fair salary that is proportionate to the complexity of each role, and in line with our overall objectives and values. We value the diversity, expertise and passionate commitment of our exceptional people.

Finally, our aim is to actively target the gap and achieve a measured reduction over time, through the encouragement of women to aspire to all the different roles available within Europa and to provide the means for them to achieve this. We want everyone in Europa to be able to build and sustain a successful career. We believe that this requires a combination of deliberate actions and ensuring that we provide an inclusive culture and an agile, flexible working environment for our people to operate in.

Signed

Andrew Baxter	Carl Potter
Managing Director	HR and Facilities Director