

## Europa Warehouse and Europa Road Gender Pay Gap Statement – April 2023



Gender Pay Gap Reporting is a high-level snap-shot of pay within an organisation and is calculated as the difference between the average salary of all the men and the average salary of all the women in a workforce.

The Government Regulations require the pay gap information to be reported in a particular way:

1. Mean gender pay gap - Ordinary pay
2. Median gender pay gap - Ordinary pay
3. Mean gender pay gap - Bonus pay
4. Median gender pay gap - Bonus pay
5. The proportion of men and female employees paid a bonus
6. Proportion of male and female employees in the lower, second, third and higher pay quartiles

The objective of the reporting is to identify if gender pay gap exists within an organisation and if so act as a trigger for further investigation about the reasons why the gap exists.

It is important not to confuse gender pay gap with equal pay. Equal pay, where men and women receive equal pay for equal work, is a long-established principle in the UK and the Europa Group of Companies pay men and women equally for the same role. However, it is a

fact that there are more men than women at most levels within Europa and this is the key reason for our gender pay gap.

### Understanding Europa’s gender pay gap

As a comparison the UK Government figures show a national average (mean) gender pay gap in 2023 of 7.7%. Europa Warehouse’s (2023) (mean) gender pay gap is 11.4% and Europa Road’s 2023 (mean) gender pay gap is 10.6%. This has been impacted by a number of new senior roles created across that business, which were filled by males. We are continuing our journey towards a neutral figure.

### Analysis of Results for Europa Road:

#### In Summary

- The hourly pay and bonus calculations in this report are based on 622 full pay employees.
- The mean hourly full pay gap is 10.6%; and the median hourly full pay gap is 27%, both in favour of males.
- The mean bonus pay gap is 18.7% in favour of males; and the median bonus pay gap is 60.3%, in favour of males.
- 86.54% of all relevant males and 70.44% of all relevant females received a bonus payment in the twelve months preceding the snapshot date.

### Pay – Hourly Rate

The difference between men and women.

	Mean	Median
All	6.99	13.09
Female	58.75	35.43
Male	65.74	48.52
Pay Gap	10.6%	27.0%

### Pay Quartiles

Total distribution of male and female employees by hourly pay quartile

	Lower	Low-Mid	Upper-Mid	Upper
Female	52.8%	54.4%	36.6%	27.5%
Male	47.2%	45.6%	63.4%	72.5%

## Bonus Pay

Bonus pay difference between men and women.

	Mean Bonus	Median Bonus	Number receiving a Bonus	% Bonus Distribution
Female	£4,738.33	£1,055.00	193	70.44%
Male	£5,831.15	£2,659.00	315	86.54%
Pay Gap	18.7%	60.3%		

## Analysis of Results for Europa Warehouse:

### In Summary

- The hourly pay and bonus calculations in this report are based on 280 full pay employees with the Gender balance indicated.
- The mean hourly full pay gap is 11.4%; and the median hourly full pay gap is 12.6%, both in favour of males.
- The mean bonus pay gap is 48.6% in favour of males; and the median bonus pay gap is 31.9%, in favour of males.
- 65.2% of all relevant males and 56.5% of all relevant females received a bonus payment in the twelve months preceding the snapshot date.

## Pay – Hourly Rate

The difference between men and women. These figures reflect a heavily male dominated business and consequently males in senior roles as indicated in the Quartiles.

	Mean	Median
All	3.54	3.41
Female	27.46	23.57
Male	31.00	26.98
Pay Gap	11.4%	12.6%

## Pay Quartiles

Total distribution of male and female employees by hourly pay quartile

	Lower	Low-Mid	Upper-Mid	Upper
Female	56.3%	45.1%	42.3%	32.9%
Male	43.7%	54.9%	57.7%	67.1%

## Bonus Pay

Bonus pay difference between men and women

	Mean Bonus	Median Bonus	Number receiving a Bonus	% Bonus Distribution
Female	£469.33	£410.00	70	56.45%
Male	£912.45	£602.00	103	65.19%
Pay Gap	48.6%	31.9%		

## What more can we do?

A continuing reduction in the gender pay gap can be achieved through:

- Further developing our internal access to development opportunities and progression.
- We've improved and refined our employee life cycle and have launched a new management training programme to support all our colleagues with career progression and development.
- We benchmark pay and rewards locally and nationally to ensure we remain competitive within our industry.
- We relaunched our company values to ensure we promote the right culture within our teams
- Our appraisal and review processes have been simplified to ensure that we build clear expectations for our managers and staff, that will allow us to deliver on aspirations of both the company and the employee.
- Our investment within the HR team continues to ensure we can succession plan with our employees and support them on their desire to expand their knowledge and skill.
- Educating our employees on this and Diversity and Inclusion, so that all our people have the awareness and tools to support the recruitment and development of individuals from all backgrounds and walks of life.
- We continue to focus on flexible working and providing a working environment that is truly inclusive and underpinned by respect.
- We have a mixture of hybrid working policies.

- In our Warehouse Division, women are encouraged to apply for and further develop within skilled roles. We offer free training to obtain the required qualifications in mechanical handling equipment. Adding these skills automatically entitles employees to a better pay rate.

### Europa’s approach to Gender Pay

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. As previously mentioned, we value the diversity, expertise and passionate commitment of our exceptional people. It is with this in mind, that we openly address any issues of unfairness in our gender pay gap. The challenge in our Company is to eliminate any Gender Pay Gap.

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.

In response, Europa produces our own internal statistics relating to all core roles in the Company and in doing this our internal governance 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.

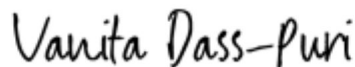
Based on the detailed analysis undertaken, there was no evidence that jobs of equal value were treated differently. The importance of encouraging and developing talent of any gender is the primary driver at Europa. Our HRBP’s continue to look at equality in our workplace in all its guises.

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 have a 22% representation on our Board of Directors. There is still a long way to go, but our culture now represents our ambition.

Finally, our aim is to actively target the gap and achieved a measured reduction over time. We aspire for 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.

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

Signed

Andrew Baxter	Vanita Dass-Puri
CEO	Head of HR & Recruitment