

Europa Road

Gender Pay Gap Statement – Snapshot date 5th April 2024



At Europa Worldwide Group we are committed to fostering a fair and inclusive environment where all employees have the opportunity to thrive, regardless of gender. We believe this is particularly important within the Transport and Logistics Industry which, according to industry body [Logistics UK](#) is 'very male-dominated' and 'has had challenges attracting a variety of talent'. We, therefore, appreciate the need for annual Gender Pay Gap Reporting as an invaluable snapshot of pay across the organisation, with a focus on the differences that may exist between the average salaries and bonuses of female and male employees.

What is the Gender Pay Gap report?

Government Regulations require the pay gap information to be reported as follows:

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, the report acts as a critical 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 Worldwide Group's gender pay gap

Europa Worldwide Group is comprised of several individual companies. Only Europa Road Limited employs 250+ people and is required to provide an annual report, which is included below.

As a comparison, the UK Government figures show a national average (mean) gender pay gap in 2024 of **7%**, whilst Europa Road's 2024 (mean) gender pay gap is **14.2%**. This difference is accounted for largely by the industry we operate in and explained by the fact that the higher quartile roles, such as sales and HGV drivers, have traditionally tended to attract more males than females.

Analysis of results for Europa Road

In summary

- The hourly pay and bonus calculations in this report are based on 518 active employees.
- The mean hourly full pay gap is 14.2%; and the median hourly full pay gap is 0.9%, both in favour of males.
- The mean bonus pay gap is 40.8% in favour of males; and the median bonus pay gap is 80%, in favour of males.
- 90.4% of all relevant males and 80.2% of all relevant females received a bonus payment in the twelve months preceding the snapshot date.

Pay – Hourly Rate

The difference between the hourly rate of men and women is shown in the table below. As explained above, this difference is largely explained by fact that transport and logistics has traditionally been a male-dominated industry, and roles such as HGV drivers continue to attract proportionally fewer women due to several factors including a lack of safe and (often) adequate facilities for female drivers on the roads.

	Mean	Median
Female	16.62	15.06
Male	19.37	15.19
Pay Gap	14.2%	0.9%

Pay Quartiles

The table below illustrates how many male and female employees there are in each hourly pay quartile. At Europa Road, both the lower and upper quartiles have a comparatively higher proportion of male employees.

	Lower	Low-Mid	Upper-Mid	Upper
Female	55.0%	44.3%	40.5%	37.7%
Male	45.0%	55.7%	59.5%	62.3%

Bonus Pay

Bonus pay difference between men and women is illustrated in the table below, and indicates a gender pay gap in favour of males.

	Mean Bonus	Median Bonus
Pay Gap	40.8%	80%

Actions we are taking to improve the Gender Pay Gap

Whilst the above factors may explain why we have a Gender Pay Gap, it is responsibility that we take very seriously and we are committed developing a working environment that provides equal opportunities for people to feel engaged, to develop and to perform to the best of their abilities.

To reinforce this, we are continuing to focus on developing strategies and approaches that will result in the ongoing reduction in the gender pay gap at Europa Road. These include:

Recruitment and progression

- We have been a Silver Sponsor of Generation Logistics since 2022, which is an industry and government funded initiative that aims to attract a more diverse cohort of people to the sector. This includes younger generations of women as well as those who have taken a career break.
- We always advertise roles internally first – ensuring that all employees have access to new roles, development opportunities and progression.
- Our appraisal and review processes have been simplified to ensure that we build clear expectations for our managers and employees, 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.

Reviewing equality of pay

- We benchmark pay and rewards locally and nationally to ensure we remain competitive within our industry.
- We also conduct an annual salary review to ensure that men and women performing the same role are paid equally.

Management development

- We have rolled out a new management training programme to ensure that managers are able to better support colleagues with career progression and development.
- We actively promote 'International Women's Day' and 'Women in Logistics' to identify and promote positive role models for females in the company. We are also exploring providing more formalised mentoring between these role models and employees.

An inclusive culture

- We have successfully embedded our 'Europa Values' to ensure we promote the right culture within our teams
- We are also educating our employees so that they have the awareness and tools to support the recruitment and development of individuals from all backgrounds.

Flexible and hybrid working arrangements

- We continue to offer remote, hybrid and flexible working to employees based on the role.

Our approach to Gender Pay

Decisions on pay are made on the weight of the role, not the individual in the role. We pay our employees 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.

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.

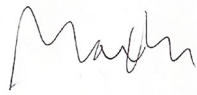
The importance of encouraging and developing talent of any gender is the primary driver at Europa. Our HRBP's continue to look at equality in our workplace in all its guises.

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. Across the Group, 43.5% of our employees are women compared to an industry average of just 15%. In addition, women have a 25.0% representation on our Board of Directors.

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.

Signed



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