

Olleco

Committed to an inclusivity through a culture of openness, support and collaboration.

What does inclusivity mean at Olleco?

Inclusivity moves beyond equality, we seek to acknowledge and benefit from our collective differences, delivering an environment in which every individual can be their true and best selves at work, for the benefit of the individual, and the organisation itself.

Whilst Olleco is an open and collaborative organisation, we recognise that true inclusivity is a continuous journey and are committed to continuing to improve.

Our proactive inclusivity journey began with the Gender Pay Gap

The gender pay gap is calculated by following some very specific instructions which are set out in law. It essentially tells you the difference, or 'gap' between all earnings for women versus all earnings for men at the snapshot date. For this year's report, the snapshot date was 5th April 2020. This is different from equal pay which is essentially about being paid the same rate for the same work, regardless of gender. In line with the UK legislation which governs gender pay, it categorises gender as male and female only.

What does zero gender pay gap mean?

The gender pay gap is calculated by following some very specific instructions which are set out in law. It essentially tells you the difference, or 'gap' between all earnings for women versus all earnings for men at the snapshot date. For this year's report, the snapshot date was 5th April 2020. This is different to equal pay which is essentially about both genders being paid the same for doing the same work.

We benchmark how we are doing by measuring ourselves in line with the Equality Act 2010 (Gender Pay Gap Information) Regulations 2017.

As a company we continue to embrace this reporting requirement as an important tool to support us with our ongoing efforts to ensure a fair organisation which thrives through its inclusive style to enable Olleco, and every individual to be the best we can be.

How are we doing?

Gender balance

Olleco operates in a predominantly male sector. At 23.7% female employees, we are in a better position than the wider industry average of 13.7%.

There continues to be a national issue with attracting females into the driving industry. Although, we are pleased to have female drivers in our business.

Hourly rate gender pay gap

Olleco's women's hourly rate is:
8.45% lower (mean) v 10.5% in 2019
10.54% lower (median) v 12.40% in 2019

These figures remain substantially better than the national average which has also improved to 15.5% (ons.gov.uk), and it is good to see them improving within Olleco, but there is still work to do for us to achieve a gender pay gap of zero.

Olleco pay quartiles

Please see the proportion of men and women in each quartile below:

2019		
Upper quartile	85% men	15% women
Upper middle	86% men	14% women
Lower middle	79% men	21% women
Lower quartile	64% men	36% women

2020		
Upper quartile	80% men	20% women
Upper middle	92% men	8% women
Lower middle	85% men	15% women
Lower quartile	67% men	33% women

Olleco bonus pay

Women's bonus pay is:
31.27% lower (mean) v 43.97% in 2019
55.47% lower (median) v 45.82% in 2019

Who received bonus pay?
68.49% of men v 76.91% in 2019
57.86% of women v 69.43% in 2019

What does this mean?

The imbalance between the gender makeup of the workforce in our industry is one factor, along with the national shortage of female commercial drivers. The high proportion of drivers in our own workforce means that this impacts our results negatively.

We remain committed to reducing our pay gap to zero and recognise that this is a long-term commitment to change the balance of gender within different roles across Olleco.

Bonus

In the last report we advised that the high proportion of drivers in the workforce resulted in the disparity between male and female bonus recipients. We have made a step change improvement in this year's bonus pay gap. This has been achieved by altering the value and eligibility of bonuses.

Pay

Pay by role – also known as equal pay. Olleco continues to operate on an ‘equal pay for the same role’ footing.

This year we have seen a positive shift in balance between the genders in the top quartile.

Due to the nature of our industry and the competitiveness of the logistics market, our operational roles tend to attract higher salaries than non-operational roles. The high levels of pressure on driving role salaries, is something which has led to the marginal increase in the gap this year. However, our move to change the balance of driver earnings from being heavily weighted to variable earnings to more fixed earnings, has delivered a positive change in the value of our bonus payments.



Inclusion Activity

What have we done so far and what's next?

As part of our commitment to inclusion, we commit to working with our colleagues across the business.

1. **Audit** – We have worked with the ENEI as independent inclusion experts to help us understand how our colleagues experience working at Olleco and how we can continue to improve our inclusive culture.
2. **Action plan** – we have identified and committed to a number of actions.
3. **Forum** – we are establishing an employee forum specifically to support the inclusion agenda.
4. **Operation pipelines** – we have been looking at where we can encourage more underrepresented employees into operational roles. This will be an ongoing approach.
5. **Candidate Sourcing** – we have updated our approach to sourcing by amending our adverts to ensure we use gender neutral language. We continue to look for ways to make our sourcing more inclusive for diversity of all kinds.
6. **Education** – whilst we do not believe we have an issue with gender discrimination, we recognise that every individual brings their own biases to their day-to-day activities. We deliver equality and unconscious bias training. This is to enable all our managers, supervisors, and employees to understand the importance of equality, and the impact of unconscious bias.

This report is just one step in our journey. The steps that really matter are those where we do something with these findings, and with the open communications we have within our business. The raft of information available, both within and outside of Olleco and the overall industry challenges makes it clear that there is not a single or quick solution to achieving a fully inclusive organisation, but we remain committed to working together to achieve this.