

# Olleco

Olleco is committed to a zero gender pay gap through a culture of openness and collaboration.

## 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 5<sup>th</sup> April 2018. 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're 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?

For the second year of reporting, all figures relate to the snapshot date of 5th April 2018. This benchmarking will help us to focus our efforts in those areas needing our attention and to prioritise action plans that will take us forward together.

### Gender balance

Olleco operates in a predominantly male sector. Whilst, at 24% female employees, we are in line with the national average of 25%, this imbalance affects our gender pay statistics.

There continues to be a national issue with attracting females into the driving industry. We do

now have a small number of female drivers working for Olleco, however, they were not part of the team at the snapshot date of 5<sup>th</sup> April 2018.

### Hourly rate gender pay gap

Olleco's women's hourly rate is:  
8.45% lower (mean) v 8.19% in 2017

12.48% lower (median) v 12.31% in 2017

Whilst these figures are substantially better than the national average which remains at 17.9% (ons.gov.uk), it is disappointing to see that our gap has increased (albeit marginally) since last year.

### Olleco pay quartiles

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

#### 2017

<b>Upper quartile</b>	80% men	20% women
<b>Upper middle</b>	89% men	11% women

<b>Lower middle</b>	74% men	26% women
<b>Lower quartile</b>	69% men	31% women

#### 2018

<b>Upper quartile</b>	81% men	19% women
<b>Upper middle</b>	82% men	18% women
<b>Lower middle</b>	70% men	30% women
<b>Lower quartile</b>	70% men	30% women

### Olleco bonus pay

Women's bonus pay is:

72.75% lower (mean) v 65.21% in 2017

67.82% lower (median) v 58.33% in 2017

#### Who received bonus pay?

75.94% of men v 80.32% in 2017

84.25% of women v 67.77% in 2017

## 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 and the high proportion of drivers in our own workforce, does impact our results. .

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 marginal improvements in this year's numbers, however, we have made some changes to the value and eligibility of bonuses during the last 12 months which we anticipate will impact these numbers to a greater degree in the next report.

### 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 both of the middle quartiles.

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



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

As part of our commitment to achieving gender pay gap of zero we committed to working with our colleagues across the business.

1. **Operation pipelines** – we have been looking at where we can encourage female employees into more operational roles and have seen an improvement in this since the snapshot date. This will be an ongoing approach.
2. **Candidate Sourcing** – we have been looking at our sourcing, updating 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).
3. **Female support** – we have undertaken a survey to get your views on how things work within Olleco, what works well and what could be better. We then followed this up with one to one interviews with a number of colleagues who volunteered to participate (individuals confirmed they were happy to volunteer as part of the survey). Lastly, and most recently we have held a forum to discuss the ideas which came from the survey and interviews with colleagues across the business. We are now working through these recommendations with a view to developing an action plan which will be shared with the business.
4. **Education** – whilst we do not believe we have an issue with gender discrimination, we recognised that every individual brings their own biases to their day to day activities. During 2018 we rolled out unconscious bias training. This was focused on enabling our managers and supervisors to understand the impact of unconscious bias and how we can all counter this on a practical level. This will continue to be offered to all new managers and supervisors.

Understanding the figures in this report, and the reasons behind them are just one step of our journey. The steps that really matter are those where we do something with these findings. The raft of information available, both within and outside of Olleco and the overall industry challenges makes it clear that there isn't a single or quick solution to achieving our goal.

But we can be clear that we are committed to working together and delivering our goal of a zero gender pay gap.