

PCL Transport Ltd Gender Pay Gap Report

PCL Transport 24/7 Limited is committed to equal opportunities across the work force. Fair pay and terms are key to all our employment practices, as is equal treatment regardless of gender.

To comply with the Equality Act 2010 (Gender Pay Gap Information) Regulations 2017, we have identified the differences in male and female pay across our workforce regardless of job role. The exact and accurate analysis done follows the requirements of the Regulations and so we have calculated:

- the mean gender pay gap
- the median gender pay gap
- the mean bonus gender pay gap
- the median bonus gender pay gap
- the proportion of males and females receiving a bonus payment
- the proportion of males and females in each quartile band.

We have done this across our business.

Our results

These results represent the workforce pay and bonuses from April 2016 to April 2017.

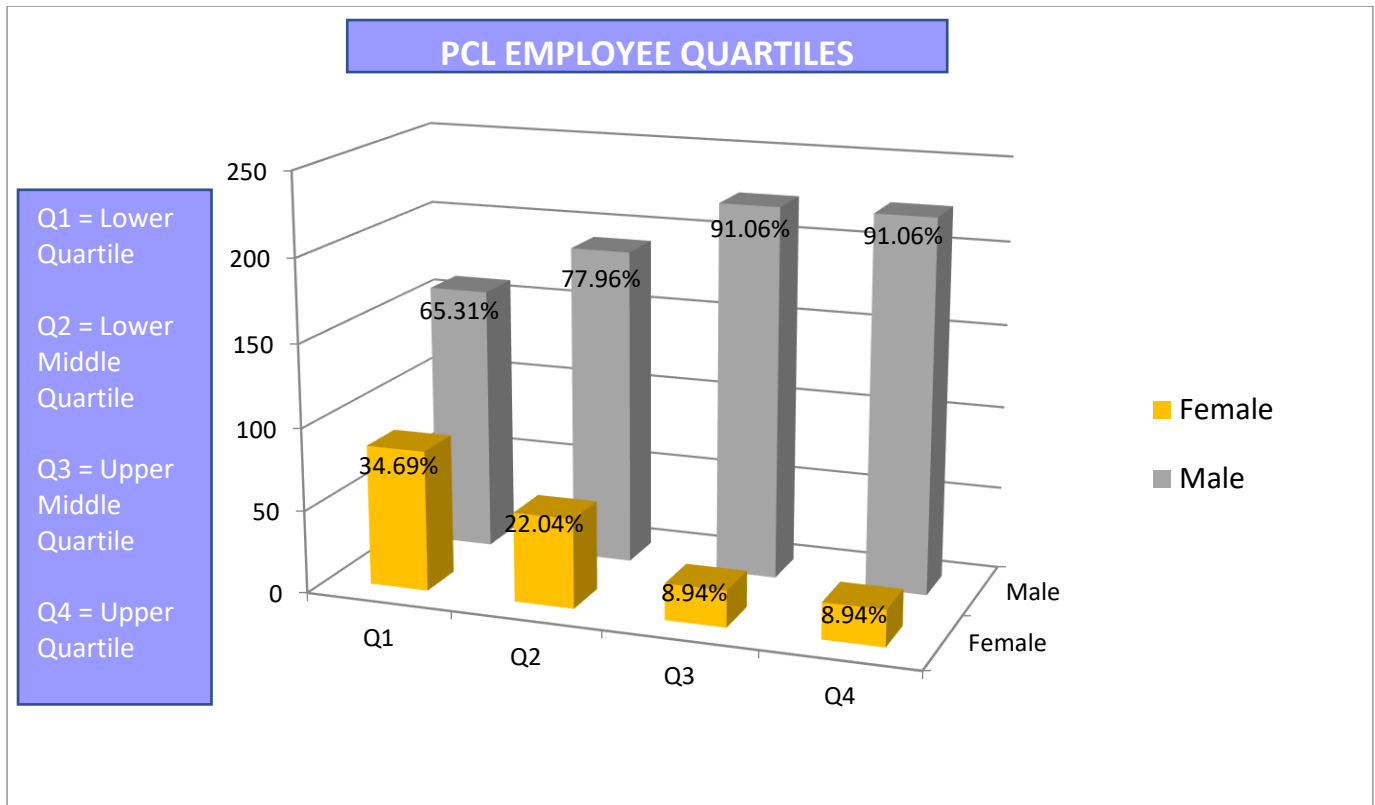
Reporting area	PCL-Transport
Pay – mean	5.51%
Pay – median	11.07%
Bonus – mean	-17.93%
Bonus - median	-3.57%
Proportion with bonus	18.4% male 0.55% female

We have results that favour female employees (where a negative result is shown) and there is both a mean and median bonus gap in favour of females. This work group are the only group currently which attracts an additional bonus payment all of which are calculated the same irrespective of gender, and everyone can earn the exactly the same in bonus amount.

In our quartiles although the mean and median show a more favourable male result it is worth noting that 33.3% of the PCL Board and also the Senior Leadership Team are female.

As we move our reward strategy forward throughout 2018, we will analyse pay to understand any differences in 'like for like' roles.

The following charts illustrate the make- up of the workforces across the quartiles defined by the Regulations:



Heather Angus

HR Director