

Nagel Langdons – Gender Pay Gap Statement

As an employee-centric company, the Government's introduction of the Gender Pay Gap is a welcome initiative. Under the Equality Act 2010 Regulations 2017 (SI 2017/172), in force from 6 April 2017, relevant employers in the private and voluntary sectors are required to publish gender pay gap information by reporting the percentage differences in pay between their male and female employees.

The gender pay gap is different from equal pay and should not be confused. The gender pay gap measures the differences between the average pay of male and female employees, irrespective of job role or seniority whereas equal pay relates to pay differences between male and female employees performing the same or similar work, or work of equal value.

For example, if an employer employs more men in its more senior, higher-paid roles and more women in its lower-paid middle-ranking and junior roles, this would give rise to a clear gender pay gap.

Many of our contracts across the business are designed to take into consideration our customers' requirements. Despite this, our like for like roles, such as drivers and warehouse operatives, are paid consistently across the business.

In a male dominated industry, Nagel Langdons works hard to ensure that the best person, whether that be male or female, is selected for the job. Due to the quantities of male candidates on most occasions at interview stage, females are rarely available to select. We encourage a diverse culture and, where we have the opportunity to appoint females, who are the best candidates, we will do so.

Our employee composition is reflective of the above with a gender split of 89.9% male and 10.1% female.

Despite our predominantly male based workforce, it is encouraging to observe our gender pay gap of 12.8% compared to organisations with a similar sized turnover of 18.1% and the whole private sector being 20.1%. We acknowledge that there is work to be done to reduce our gender pay gap even further and will continue to ensure that we are committed to lowering this percentage where possible.

The future planning of the business strategy is critical to the overall success of Nagel Langdons and part of this will include procedures to address and reduce our pay gap. We will continue to focus on and drive forward initiatives such as:

- Structured pay reviews
- Talent development
- Succession planning
- Flexible working patterns where operationally possible
- Review of talent attraction
- Acknowledging and challenging the unconscious bias

Statement of Accuracy

I hereby confirm that the information contained within this statement is accurate.

A handwritten signature in black ink, appearing to be 'AO', written in a cursive style.

Arran Osman
Managing Director
Nigel Langdons

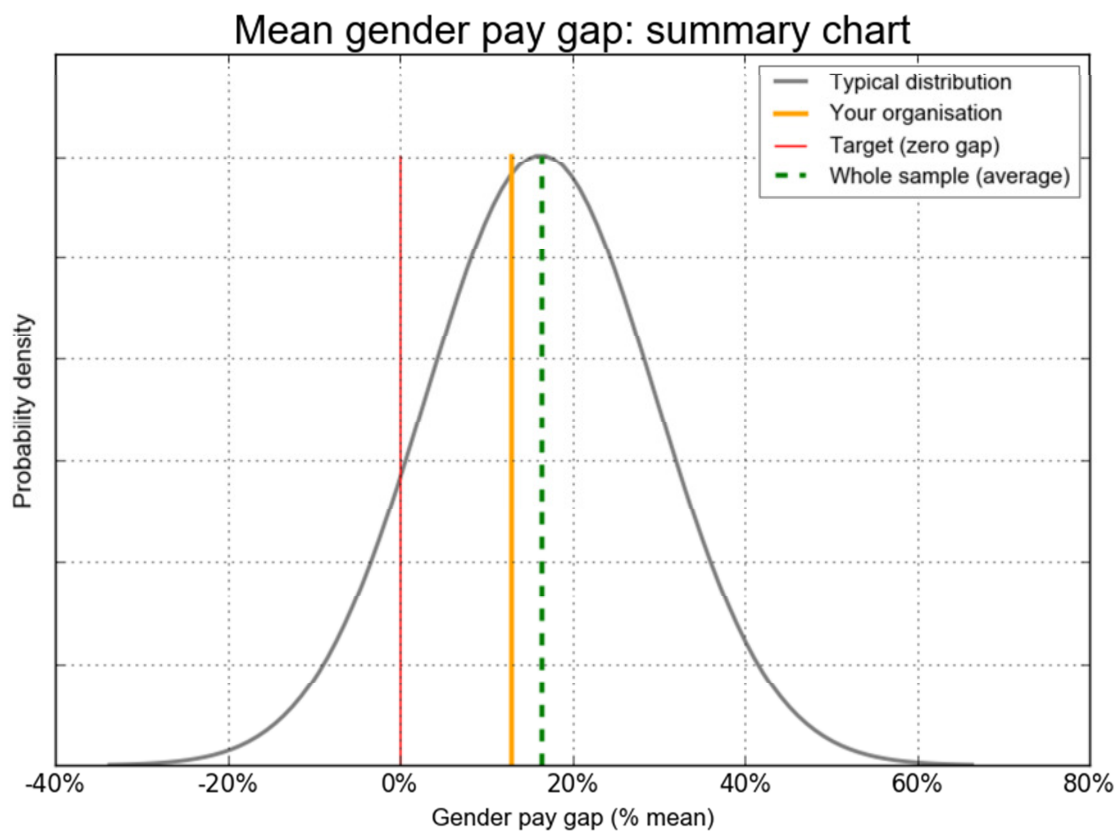
The Six Metrics

- **Explanation of the Six Key Metrics Required by Legislation.**

Mean Gender Pay Gap	Median Gender Pay Gap	Mean Gender Bonus Gap
Difference between average hourly earnings of males and females	Difference between median hourly earnings of males and females	Difference between average bonus earnings of males and females
Median Gender Bonus Gap	Gender Bonus Gap	Pay Quartiles
Difference between median hourly earnings of males and females	Proportion of males and females receiving a bonus	Proportion of of full-pay males and females in each of four quartile pay bands

- **Summary of Nagel Langdons Overall Pay Gap**

Mean Pay Gap April 2017	
Mean Pay for Males	£11.85 per hour
Mean Pay for Females	£10.33 per hour
Mean Pay Gap (%)	12.8%
Mean Pay Gap (£)	£1.52 per hour



Median Pay Gap April 2017	
Median Pay for Males	£11.58 per hour
Median Pay for Females	£9.50 per hour
Median Pay Gap (%)	17.9%
Median Pay Gap (£)	£2.08 per hour

Bonus Gap April 16-17				
	Mean Bonus	Median Bonus	Percentage with Bonus	Total Number Receiving Bonus
Male	£1,950.14	£150.00	11.1%	139
Female	£610.00	£100.00	9.2%	13
Bonus Gap	68.7%	33.3%		

- **Summary of Nagel Landons Gender Pay Quartiles**

Band	Males	Females	Description
A	76.9%	23.1%	Includes all employees whose standard hourly rate places them at or below the lower quartile
B	90.2%	9.8%	Includes all employees whose standard hourly rate places them above the lower quartile but at or below the median
C	96.8%	3.2%	Includes all employees whose standard hourly rate places them above the median but at or below the upper quartile
D	95.4%	4.6%	Includes all employees whose standard rate places them above the upper quartile

- Comparison between Nagel Langdons' Gender Pay Quartile and Transport Industry as a whole.

