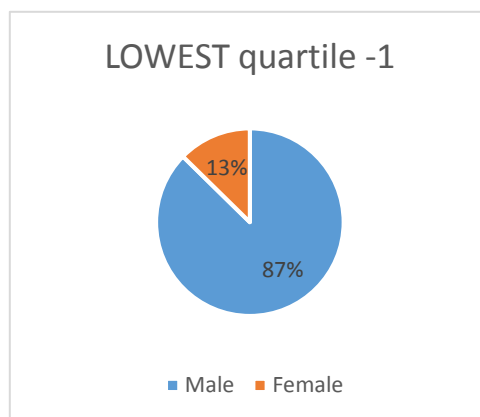
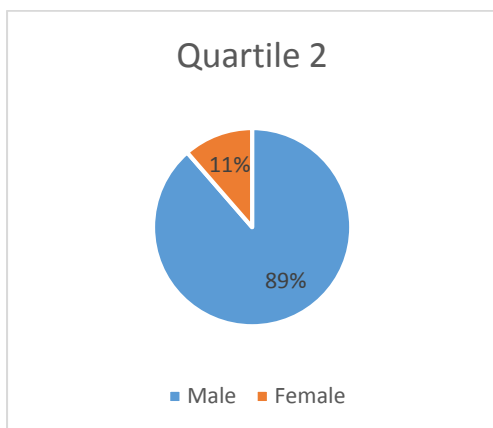
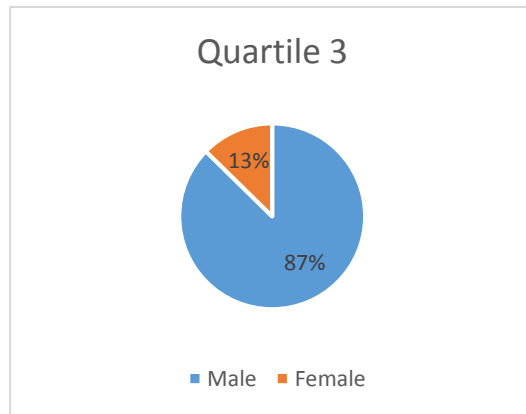
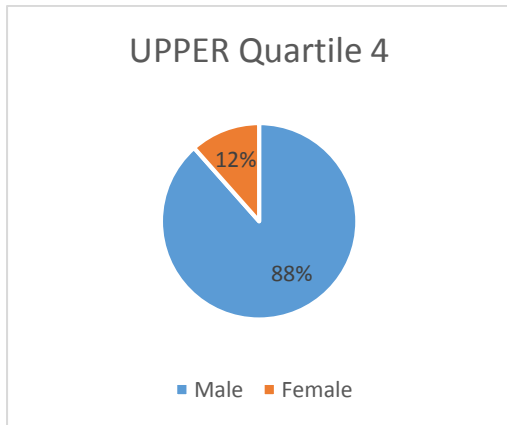


## MAXI HAULAGE GENDER PAY REPORT 2017

The following is the Gender Pay Gap analysis information for Maxi Haulage based on the snapshot date of 5<sup>th</sup> April 2017.

### PAY & BONUS GAP CALCULATIONS

	DIFFERENCE BETWEEN MALE AND FEMALE	
	MEAN	MEDIAN
PAY GAP	7%	0%
BONUS PAY GAP	99%	81%



**The proportion of males receiving a bonus payment is :- 2%**

**The proportion of females receiving a bonus payment is :- 5%**

## COMPARISON WITH OTHER ORGANISATIONS

Gender Pay Gap statistics are provided by The Office for National Statistics, The current data is based on the Annual Survey of Hours & Earnings (ASHE), October 2017.

	<b>MAXI HAULAGE</b>	<b>ASHE – ALL INDUSTRIES</b>	<b>ASHE- LAND TRANSPORT SECTOR</b>
MEAN GENDER PAY GAP	7%	17.4%	10.7%
MEDIAN GENDER PAY GAP	0%	18.4%	4.7%

## COMMENTS ON GENDER PAY GAP

Maxi Haulage complies with all legislation in relation to equal pay for both men and women in similar work. The company is careful to ensure all employees are paid on an equal basis for the same roles subject to only seniority, length of service or ability variations.

As a Haulage Contractor many of our employees are drivers and warehouse staff, while male and females are paid exactly the same for these positions there are very few females following careers in this sector with only a small percentage of LGV licence holders in the UK being women.

The Company's statistics reveal a significantly lower gender pay gap when compared to National and Industry Specific sectors.

