



GENDER PAY GAP REPORT

This document contains the historic Gender Pay Gap Reports for Gregory Distribution Ltd.

Snapshot April 2021

Summary

Gregory Distribution is an employer required by law to carry out Gender Pay Reporting under the Equality Act 2010 (Gender Pay Gap Information) Regulations 2017.

This involves carry out six calculations that show the different between the average earnings of men and women in our organisation; it will not involve publishing individual employee data.

We are required to publish the results on our own website and a government website. We will do this within one calendar year of 5 April each year.

Our Data

Women's hourly rate is

-8.37%

HIGHER
(mean)

1.7%

LOWER
(median)

Women's bonus pay is

23.88%

LOWER
(mean)

33.33%

LOWER
(median)

Who received bonus pay

25.18%

OF MEN

13.62%

OF WOMEN



Pay quartiles

How many men and women are in each quarter of the employer's payroll.

Top quartile

85.09%

MEN

14.91%

WOMEN

Upper middle quartile

92.57%

MEN

7.43%

WOMEN

Lower middle quartile

82.12%

MEN

17.88%

WOMEN

Lower quartile

92.74%

MEN

7.26%

WOMEN

What does the data tells us?

Analysis of pay showed that women's mean rate of pay is now 8.37% higher than men's. The median rate is still lower but the gap has continued to reduce for the third consecutive year. Women continue to receive lower mean and median bonus pay but the percentage of men and women receiving bonus pay remains consistent with last year. The percentage of women in the lower pay quartile is the lowest since first reported in 2017 and the number of women in the lower middle, upper middle and top quartiles has continued to increase each year.

We are committed to ensuring that men and women are paid equal amounts for doing equivalent jobs across our business. We are committed to building a diverse workplace that gives equal opportunities to all employees. Our employee demographic is consistent with the rest of our sector which has been historically male dominated.

This information is correct as at the time of publishing.

Natasha Stansby
HR Director



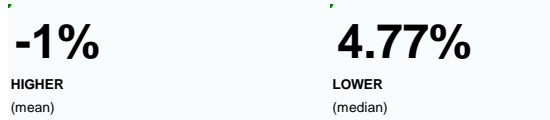
Snapshot April 2020

Summary

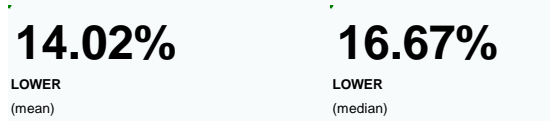
Gregory Distribution Ltd is an employer required by law to carry out Gender Pay Reporting under the Equality Act 2010 (Gender Pay Gap Information) Regulations 2017. Due to the Coronavirus outbreak, the Government Equalities Office (GEO) and the Equality and Human Rights Commission (EHRC) suspended the gender pay gap reporting deadlines for 2020. We have decided to publish our gender pay gap data for 2020 ahead of any legislative requirement to do so. This involves carrying out six calculations that show the difference between the average earnings of men and women in our organisation; it will not involve publishing individual employee data. We are required to publish the results on our own website and a government website.

Our Data

Women's hourly rate is



Women's bonus pay is

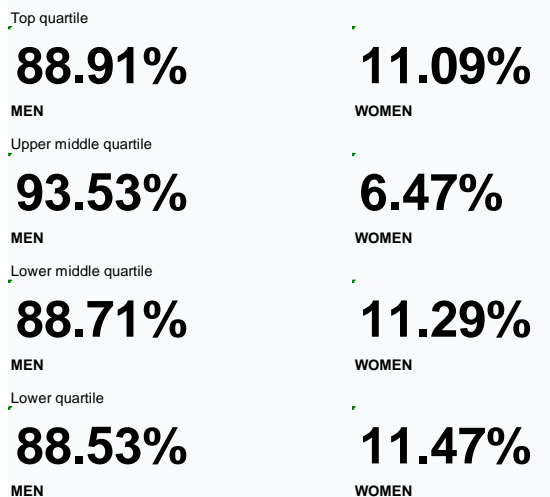


Who received bonus pay



Pay quartiles

How many men and women are in each quarter of the employer's payroll.



What does the data tell us?

In comparison to 2019, the 2020 data presented a reduction in the gender pay gap for women's mean and median pay. There was also an overall reduction in the percentage of both men and



women who received bonus payments. Women's mean bonus pay was 0.56% lower than in 2019 however, the median gap shrunk by over 30%. There was still a higher percentage of men than women in the most senior positions but there was a reduction in the gap between the number of men and women in jobs within the lower middle, upper middle and top pay quartiles.

We have a gender pay gap but we are committed to ensuring that men and women are paid equal amounts for doing equivalent jobs across our business. We are committed to building a diverse workplace that gives equal opportunities to all employees. Our employee demographic is consistent with the rest of our sector which has been historically male dominated. The overall gender split across all employees in 2020 was 90% male and 10% women.

In continuing our support for reducing the gender pay gap we will look to increase gender diversity within our company and identify ways of making our sector look more attractive to women by allowing flexible working where possible and analysing progression routes.

This information is correct as at the time of publishing.

Natasha Stansby
HR Director



Snapshot April 2019

Summary

Gregory Distribution Ltd is an employer required by law to carry out Gender Pay Reporting under the Equality Act 2010 (Gender Pay Gap Information) Regulations 2017. This involves carrying out six calculations that show the difference between the average earnings of men and women in our organisation; it will not involve publishing individual employee's data. We are required to publish the results on our own website and a government website. We will do this within one calendar year of 5 April each year.

Our Data

Women's hourly rate is

9.32%

LOWER
(mean)

7.11%

LOWER
(median)

Women's bonus pay is

13.41%

LOWER
(mean)

47.18%

LOWER
(median)

Who received bonus pay

26.01%

OF MEN

15.85%

OF WOMEN

Pay quartiles

How many men and women are in each quarter of the employer's payroll.

Top quartile

95.31%

MEN

4.69%

WOMEN

Upper middle quartile

93.9%

MEN

6.1%

WOMEN

Lower middle quartile

91.88%

MEN

8.12%

WOMEN

Lower quartile

83.86%

MEN

16.14%

WOMEN

What does the data tell us?

We have a gender pay gap but we are committed to ensuring that men and women are paid equal amounts for doing equivalent jobs across our business. We are committed to building a diverse



workplace that gives equal opportunities to all employees. Our employee demographic is consistent with the rest of our sector which has been historically male dominated. The overall gender split across all employees is 89% male and 11% women.

What does the future look like?

In continuing our support for reducing the gender pay gap we will look to increase gender diversity within our company and identify ways of making our sector look more attractive to women by analysing progression routes and offering flexible working

This information is correct as at the time of publishing.

Natasha Stansby
Director of HR



Snapshot April 2018

Summary

We are an employer required by law to carry out Gender Pay Reporting under the Equality Act 2010 (Gender Pay Gap Information) Regulations 2017. This involves carrying out six calculations that show the difference between the average earnings of men and women in our organisation; it will not involve publishing individual employee's data. We are required to publish the results on our own website and a government website. We will do this within one calendar year of 5 April each year. Our employee demographic is consistent with the rest of our sector which has been historically male dominated; our gender split is 88:12 male to female.

Our Data

Women's hourly rate is

0.41%

LOWER
(mean)

2.2%

LOWER
(median)

Women's bonus pay is

29.76%

HIGHER
(mean)

18.4%

LOWER
(median)

Who received bonus pay

26.89%

OF MEN

15.38%

OF WOMEN

Pay quartiles

How many men and women are in each quarter of the employer's payroll.

Top quartile

86.51%

MEN

13.49%

WOMEN

Upper middle quartile

91.28%

MEN

8.72%

WOMEN

Lower middle quartile

93.44%

MEN

6.56%

WOMEN

Lower quartile

84%

MEN

16%

WOMEN

What does the data tell us?



We are pleased that our pay strategy continues to mean we have a small gender pay gap which since 2017 has reduced further to 0.41% which we believe reflects that men and women are paid equal amounts for doing equivalent jobs across our business. This positively compares to the UK average of 18.1%. We are committed to building a diverse workplace that gives equal opportunities to all employees.

What does the future look like?

In continuing our support for reducing the gender pay gap we will look to increase gender diversity within our company, identify ways of making our sector look more attractive to women by analysing progression routes.

This information is correct as at the time of publishing.

Natasha Stansby
Head of HR



Snapshot April 2017

Summary

We are an employer required by law to carry out Gender Pay Reporting under the Equality Act 2010 (Gender Pay Gap Information) Regulations 2017. This involves carrying out six calculations that show the difference between the average earnings of men and women in our organisation; it will not involve publishing individual employee's data. We are required to publish the results on our own website and a government website. We will do this within one calendar year of 5 April 2017. Our employee demographic is consistent with the rest of our sector which has been historically male dominated; our gender split is 89:11 male to female.

Our Data

Women's hourly rate is

0.55%

HIGHER
(mean)

4.95%

LOWER
(median)

Women's bonus pay is

45.12%

HIGHER
(mean)

20.90%

LOWER
(median)

Who received bonus pay

34.34%

OF MEN

19.61%

OF WOMEN

Pay quartiles

How many men and women are in each quarter of the employer's payroll.

Top quartile

89.14%

MEN

10.86%

WOMEN

Upper middle quartile

93.96%

MEN

6.04%

WOMEN

Lower middle quartile

93.57%

MEN

6.43%

WOMEN

Lower quartile

85.64%

MEN

14.36%

WOMEN



What does the data tell us?

We are pleased that our pay strategy means we have a small gender pay gap which is 0.55% mean and 4.95% median which we believe reflects that men and women are paid equal amounts for doing equivalent jobs across our business. This positively compares to the UK average of 18.1%. We are committed to building a diverse workplace that gives equal opportunities to all employees.

What does the future look like?

In continuing our support for reducing the gender pay gap we will:

- Look to increase gender diversity within our company.
- Identify ways of making our sector look more attractive to women.
- Support the RHA 'She's' Campaign which aims to encourage more women into the sector.

This information is correct as at the time of publishing.

Natasha Stansby
Head of HR