

Gender Pay Performance Report 2023

Publish Date: 5th April 2024.



Introduction

Welcome to our Gender Pay Performance Report 2023.

This report is an important tool in monitoring equity in our workplace. We have made the decision to expand on our voluntary narrative this year to share our progress on closing the gender pay gap and, our commitments to achieving a greater gender balance across the business.

Throughout the report we have documented our statutory gender pay data and reviewed our performance against our performance of last year and broadly that of the economy.

Females are equally represented in our Executive and Senior Leadership teams, and we know that diversity makes us a stronger business. We recognise we still have a lot of work to do but we are proud of the steps we have put in place to encourage positive changes across our business.

We are committed to continuously reviewing our data, actions and progress towards closing the gap and in developing our workplace practices further in support of an equal and inclusive culture.



Ben Balfour
Managing Director



Background Information

What is the Gender Pay Gap, why do we need to report?

The Gender Pay Gap is the percentage difference between the hourly rate of pay for a male employee and for a female employee (as set out by the 'Regulations') at a snapshot date each year.

All companies with 250 or more employees need to publish their gender pay gap under The Equality Act 2010 (Gender Pay Gap Information) Regulations 2017 (the 'Regulations').

Employers meeting this criteria have a statutory obligation to publish the following:

- the gap in pay between men and women for both a mean basis (average hourly rate) and the median basis (the hourly rate for the person 'in the middle')
- the distribution of gender by pay quartile (the workforce is split into 4 groups based on their pay)
- the percentage of employees receiving bonus by gender and the gap between the genders for mean and median bonus averages.

Details of this report

Our snapshot date is the 5th April each year, the report is based on what is paid weekly/monthly as at this date and the data from this point in time is used to calculate the mean and median average hourly pay of our colleagues.


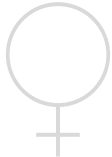
For bonus calculations, the data from the 12 months prior to the snapshot date is used to calculate the percentage of men and women receiving bonus and the percentage difference in mean and median average bonus paid between men and women.

Only 'full pay relevant' employees can be included to calculate the mean and median average hourly pay – this is any employee who has been paid at least their contractual pay at the snapshot date

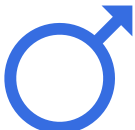

Any employee on maternity, paternity, unpaid leave, SSP or who has not worked their full hours, or received their standard pay, is not classed as a 'full pay relevant' employee and cannot be included in the calculations for average hourly rates. These employees can be included in the calculations for bonus however, as they are a relevant employee at the snapshot date.

Headcount Data

Headcount has stayed relatively static year on year.

2022		
Total Headcount	1427	
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Male Headcount		
	769	54%
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Female Headcount		
	658	46%

Difference
1.24%
in favour of men

2023		
Total Headcount	1421	
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Male Headcount		
	785	55.24%
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Female Headcount		
	636	44.76%

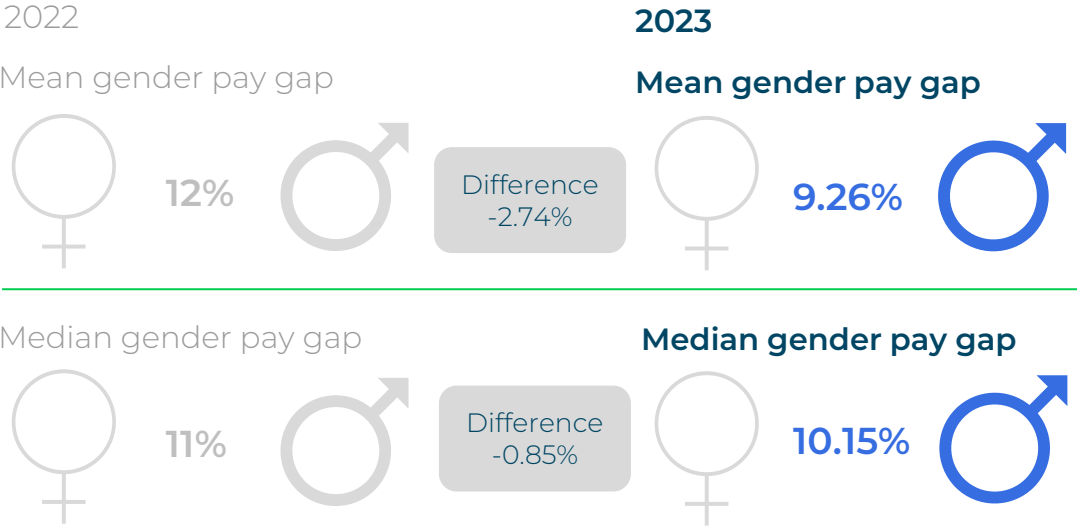
Headcount data is based on active employees as at 5 April 2023. The ♂ icon refers to men and the ♀ icon refers to women.

Gender Pay Performance

Our gender pay data is inclusive of all of Advanced Supply Chain's entities combined and reflects our position as of 5th April 2023. We have seen a decrease in the pay gap from last year.

Our pay gap is measured in two ways:

- 1 The mean looks at the gap between the average pay of all men and women across our workforce.
- 2 The median looks at the gap between middle-earning men and women across our workforce











A positive percentage represents a pay gap percentage in favour of men. The ♂ icon refers to men and the ♀ icon refers to women.









Gender Bonus Performance

Our gender pay data is inclusive of all of Advanced Supply Chain's entities combined and reflects our position as of 5th April 2023.

2022

Mean Average Bonus		-19%		Difference -8.04% In favour of women
Median Average Bonus		-64%		Difference 162.7% in favour of men
% Males Receiving Bonus		33%		Difference 9.93%
% Females Receiving Bonus		27%		Difference 0.04%

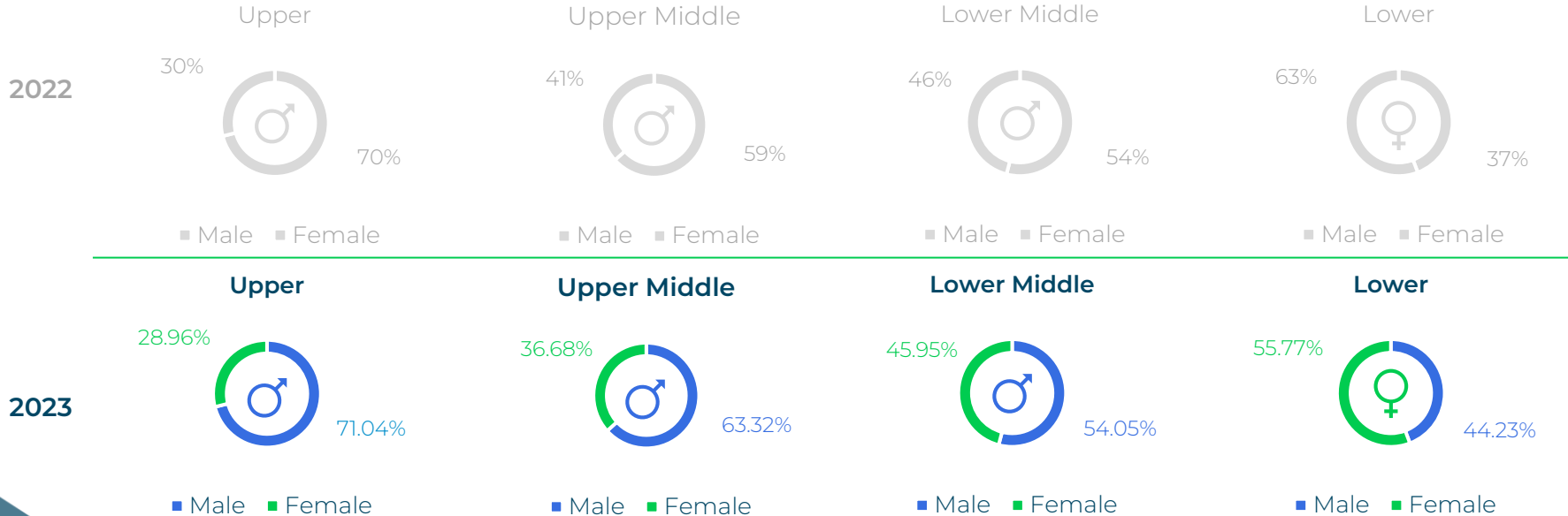
2023

Mean Average Bonus		-10.96%	
Median Average Bonus		98.74%	
% Males Receiving Bonus		42.93%	
% Females Receiving Bonus		27.04%	

A negative percentage represents a gender pay or bonus gap in favour women.
The  icon refers to men and the  icon refers to women.
Headcount data is based on active employees as at 5 April 2023.

Quartile Pay Performance

The data below shows our workforce divided into four equal-sized groups based on hourly pay rate. “ Lower includes the lowest-paid 25% of employees (the lower quartile) and Upper covers the highest-paid 25% (the upper quartile).



A negative percentage represents a gender pay or bonus gap in favour women. The ♂ icon refers to men and the ♀ icon refers to women.

Addressing the Gap

We are committed to fostering an equal and inclusive culture

We are committed to fair and equitable pay within ASCG.

Whilst we recognise our report compares favourably against others, we are committed to taking the following steps to improve gender equality within our business:

- Continue to create opportunities for females within our senior leadership teams.
- Create more opportunities for even more colleagues to earn bonus.
- Create more pathways for entry and success for under-represented and/or disadvantaged groups
- Evaluate our job roles and pay grades to ensure fairness.
- Increase diversity in our male dominated departments.
- Continue to drive our Warehouse to wheels scheme but utilise it as a way to encourage more women to uptake driving roles.
- Review our policies to become more family friendly.
- Continue to celebrate women in the workplace.



Zoe Sinclair
Head of People



Appendix 1 - 2023 Landscape in Numbers

- **34%** of our new hires were female.
- **69.5%** of our new hires were placed in operational roles.
- Of the total female hires 6.67% were hired in management roles – male hires in the same roles were **6.37%**
- **50%** of Executive Leadership Team colleagues are female
- **46.67%** of Senior Leadership Team colleagues are female
- **47.62%** of the senior leaders in the business are female
- **1037** full pay relevant colleagues used for the snapshot date
- **64.51% (669)** of these are weekly paid operational colleagues
- **45.74% (306)** of the weekly population are female
- **1045** full pay relevant colleagues in 2021/2022 versus **1037** full pay relevant colleagues in 2022/2023

Appendix 2 - Interpreting the data

How is the pay gap measured?

The Gender Pay Gap is measured as a percentage figure to indicate the differences in pay between male and female genders.

A negative percentage in this report is indicative of the presence of a pay gap in favour of women, a positive percentage is indicative of a pay gap in favour of men and 0% would indicate there is no pay gap between men and women.



What does the pay gap indicate?

Understanding the data is key to being able to build progressive outcomes for the future.

A pay gap does not mean men and women are paid unequally. Instead, our gender pay gap is because men and women work in different roles and those roles have different salaries. We are confident that all of our Colleagues receive equal treatment and reward to those who perform the same work or work of equal value.

Definitions

Gender pay gap

The gender pay gap is the difference in average pay between all men and women in an organisation. It is expressed as a difference in percentage (%) between men and women.

Equal pay

The gender pay gap is different to equal pay. Equal pay deals with the pay differences between men and women who carry out the same jobs, similar jobs or work of equal value. It is unlawful to pay people unequally because they are a man or a woman.

Mean pay gap

The mean pay gap is the difference in the arithmetic average hourly pay for women compared to men, within an organisation.

Median pay gap

The median represents the middle point of a population. If you lined up all the women in an organisation and all the men in order of the hourly rate at which they are paid, the median pay gap is the difference between the hourly rate for the middle woman compared to that of the middle man.