

29 February 2024

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Simarco Gender Pay Gap (GPG) March 2023

Dear Colleague

I hope I find you well.

You will be aware that Simarco, as a large company, is required to report each year on the Gender Pay Gap within the group each March. Simarco encourages this as it is in line with our ethos of being an equal opportunities employer and we present the below data based on the reporting date of March 2022.

Before analysing the figures, we would ask you to note the following areas that are fully supported by the Simarco Management Team

- We aim to manage our business in line with the overall ethos set out in The Simarco Way which has clear aims around staff pay.
- Simarco is an equal opportunities employer at all levels of the organisation. We make no distinction between genders or race or disability when hiring or promoting staff.
- We aim to advertise internally all vacancies within the business and encourage all staff to apply for these positions, who have the relevant knowledge and experience, and to advance within the company
- We aim to position the best candidate into each role and will do so based solely on aptitude and attitude.
- Gender is not considered when we review our annual pay (unless within the context of Equal pay) and we base any rises solely on merit.
- We aim to provide pay structures that are at or above the market level for our industry, although we recognise that there may always be some anomalies.
- We are committed to our Apprentice and Trainee programmes. Our aim is to bring young ambitious staff into the company, provide the necessary support and training and allow the staff to progress through the business and be paid appropriately as they do so.
- We always support staff training that enhances the individual and the business and provides an additional path for staff advancement.

We are committed to the above actions and will continually work towards them in all areas of the business.

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Simarco International Ltd trading as Simarco Worldwide Logistics

Simarco International Limited. Registered Office:- Simarco House, Crittall Road, Witham, Essex CM8 3DR Registered in England No.: 3341900. VAT No. GB 688 5281 80

All work is carried out strictly in accordance with our terms of business. All warehousing is carried out in accordance with the UKWA conditions of storage. All transport is undertaken in accordance with Road Haulage Association condition of carriage (latest edition) or CMR in respect of international movements. Freight Forwarding is carried out in accordance with BIFA conditions (latest edition). Copies of all terms and conditions are available upon request.

As a Transport and Distribution business, our workforce of 357 staff is naturally skewed towards male staff – 242 (65%) – due in large part to the heavy manual work involved and the historic make-up of the industry, which in turn provides the background and experience for staff in more senior roles.

For the following date please remember that the GPG does **not** provide an indication that women or men employees are being paid differently for doing the same job. It simply provides an indication of the spread of the pay by gender throughout the business for **all** roles.

The information that each company must publish is as below and a clear methodology is set out in the legislation to ensure that the data is comparable. The data is predominately based on the hourly pay of an employee so as to negate any differences there may be in working hours between roles.

I) The Mean GPG – this is the difference in the mean average hourly rate paid to female and male employees. This is based on adding up all the hourly rates for the female employees and dividing this by the number of female employees and comparing this to the same calculation for male employees.

Simarco result: the mean average GPG is 9.6% in favour of male employees.
So Simarco is notably better than our industry but considerably better than the country as a whole.

II) The Median GPG – this is the difference in the middle hourly rate when listed lowest to highest paid between female and male employees.

Simarco result: the median average GPG is 3.7% in favour of female employees.

III) Bonuses- There are three measures:
Proportion of staff paid a bonus
Mean bonus variation
Median bonus

Simarco result:
All Simarco staff received a bonus in 2022/23 so there is no variance in participation.
The mean bonus was 78% in favour of male employees.
The median bonus was identical for all employees

IV) Proportion of Staff by Quartile – this is a measure of the gender percentage of the staff that fall into the equally split quartiles of the hourly salary. What this does **not** do is measure what percentage of the total of each gender is in each quartile but simply what the percentage is in that quartile. As we have a tendency to a more men workforce due to our industry there will be a natural bias towards men in each quartile. However the statistics show that women in Simarco are marginally over represented in the upper quartiles of the business.

	Female Staff	%	Male Staff	%	Total
Upper	21	22%	73	78%	94
Upper Middle	40	43%	54	57%	94
Lower Middle	46	49%	48	51%	94
Lower	26	28%	67	72%	93
	133	35%	242	65%	375

In summary on all measures Simarco is either statistically speaking at or above the industry standard in terms of the GPG, in most cases goes directly against the industry trend and in all cases provides more equal pay than the country as a whole.

Simarco takes the gender pay gap extremely seriously and will continue in our efforts to ensure that we provide an equal workplace for all our employees and encourage more women to make Logistics their Industry of choice.

Regards

A handwritten signature in black ink, appearing to read 'Simon Reed', written in a cursive style.

Simon Reed
CEO