

ArrowXL Gender Pay Gap Report 2018

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From April 2017, all big businesses in the UK are required to report yearly on their gender pay gap. We confirm the gender pay gap data contained within this report is accurate and meets the requirements of the Regulations.



At ArrowXL, our people are at the heart of everything we do and without them we couldn't deliver a fantastic service to our Clients and Customers.

We pride ourselves on being a business that sets out to support and develop women and men equally in the workplace, but at the same time, recognise that we work in an industry where historically careers have been more appealing to men than women.

We proudly welcome the introduction of mandatory gender pay gap reporting as it helps us learn from what others are doing and identifies where we need to focus our efforts.

Charlie Shiels - Chief Executive Officer



The analysis of our gender pay gap data tells us that, on average, women are paid a higher hourly rate than men, although women make up a smaller proportion of our workforce.

Typically, our female colleagues work in Head Office roles as opposed to working in our distribution hubs. Where women do work in our hubs, they are usually undertaking clerical and administrative roles.

We want to do more to encourage women to work in every single part of our business, both our warehousing operation and our Head Office. We are always looking at initiatives to attract more women into our business and what career development we can offer.

We are working extremely hard to create the right culture for all colleagues to ensure everyone feels part of the team.

Zoe Sinclair - People Services Director

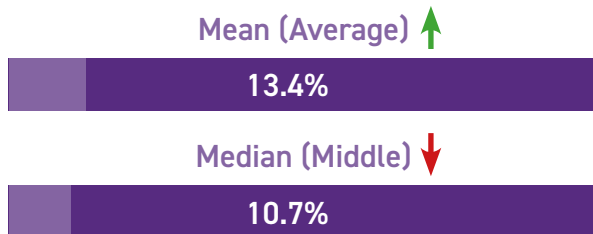
Hourly Rate & Bonus Pay

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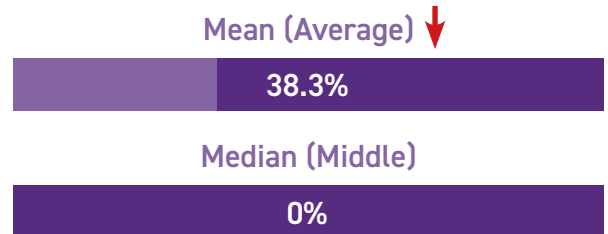
Below we show our overall median and mean gender pay gap based on hourly rates of pay and bonus.

Snapshot date - April 2018

Hourly Rate for Women

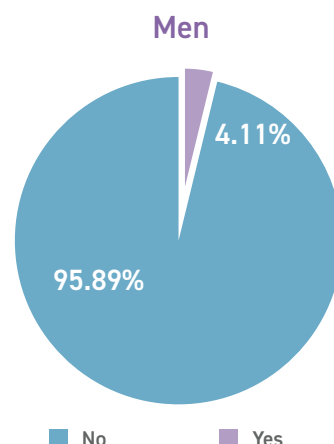
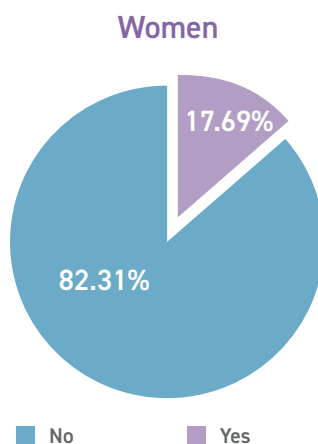


Bonus Pay for Women



Employees Receiving a Bonus

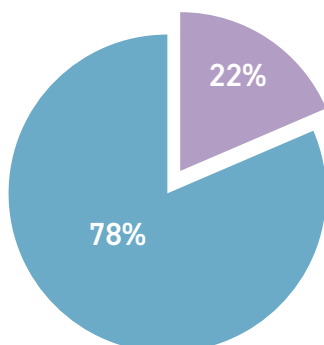
Employee Split



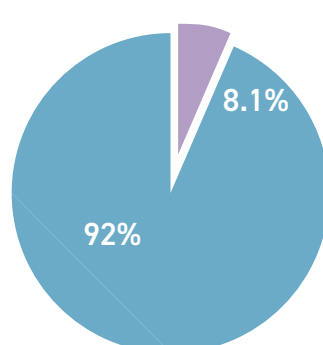
How Pay Looks Across Our Organisation

The graphics below show how women and men are represented across our organisation in four equally sized pay quartiles.

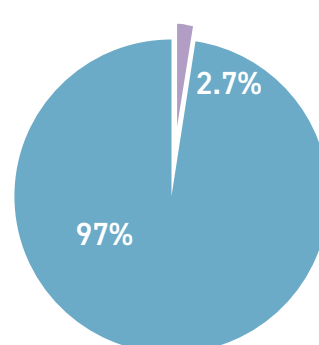
Lower Quartile



Lower Middle Quartile



Upper Middle Quartile



Upper Quartile

