

ArrowXL Gender Pay Gap Report 2020

arrowxl
beyond delivery



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.

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

I am pleased that over the last 12 months, the number of women in both the upper middle quartile and upper quartile for pay, have increased.

Women do still typically undertake Head Office and clerical roles and we continue to

develop our career pathways to promote logistics as a vocation for women. We want to do more to encourage women to work in every single part of our business, whether that's in our warehouse operations, delivery teams or within our Head Office functions.

We are committed to being open and fair in how we pay our colleagues, this helps us to attract and retain talent and reward those doing a great job and ensures they feel part of the ArrowXL family.

Our challenge as we move forward is to work with the industry to attract more women in to the sector.

A handwritten signature in black ink, which appears to read 'Charlie Shiels'. The signature is fluid and cursive, with a long, sweeping tail on the final letter.

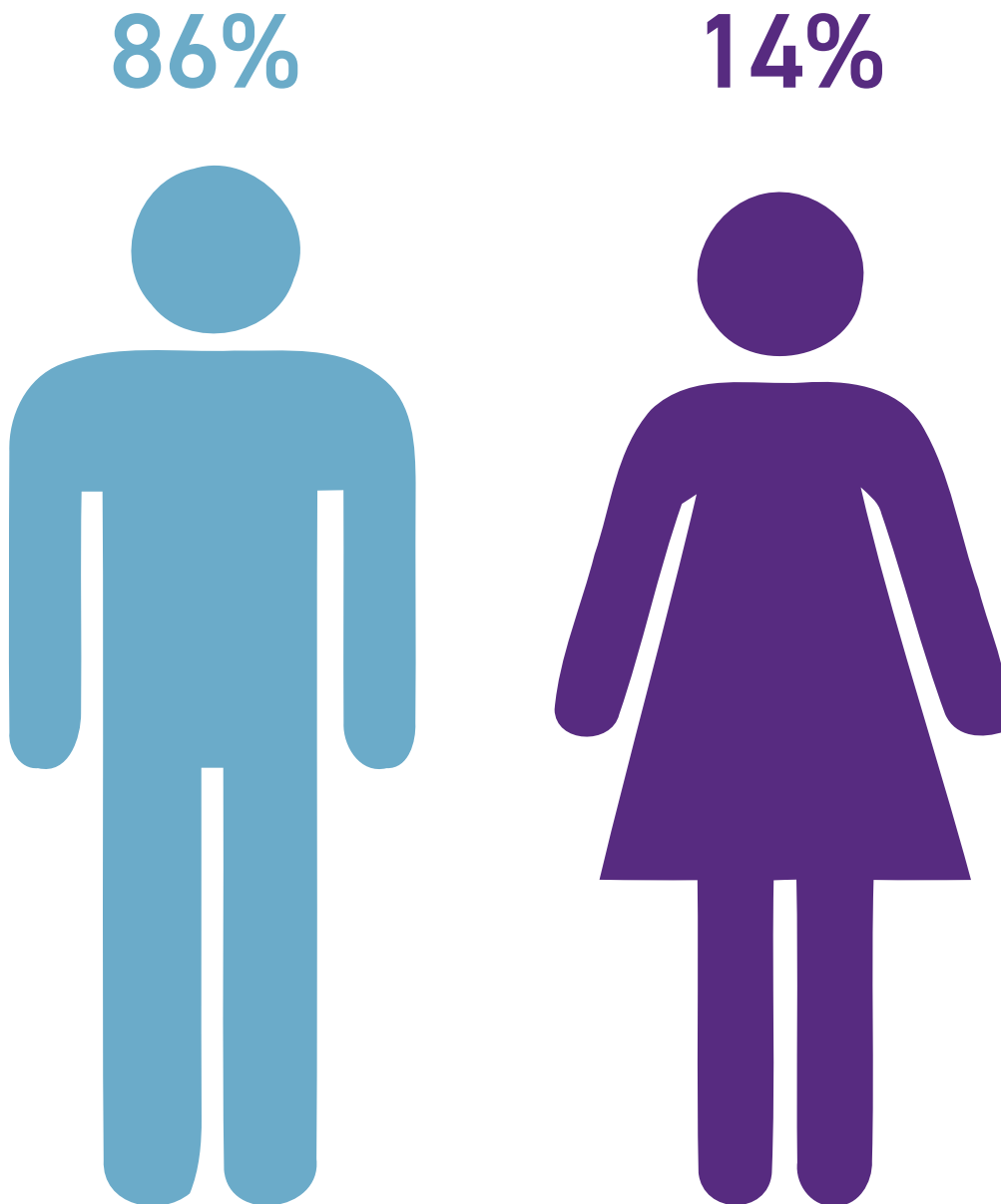
Charlie Shiels - Chief Executive Officer

What is gender pay gap reporting?

From April 2017, employers with 250 or more employees are required to publish information showing different calculations of any pay gap between their male and female employees.

Gender pay gap reporting shows the overall difference in the average pay for all men and women across ArrowXL. It doesn't compare what men and women are paid for doing the same job.

ArrowXL Gender Split

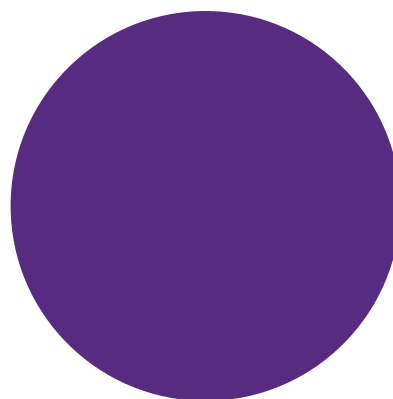
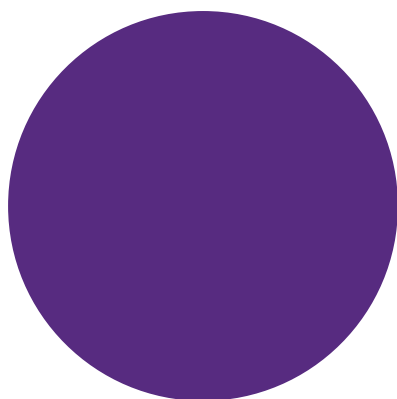


Proportion of Staff Receiving a Bonus

% of Male Employees Receiving a Bonus

% of Female Employees Receiving a Bonus

0%

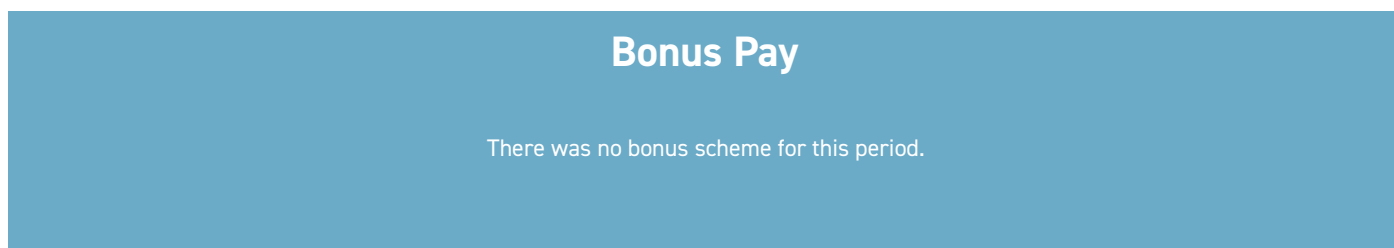
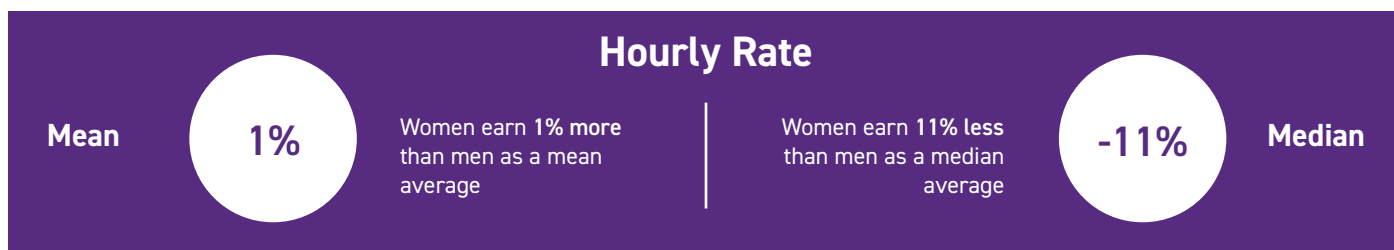


0%

There was no bonus scheme for this period.

Hourly Rate and Bonus Pay

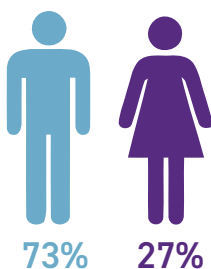
Below we show our overall median and mean gender pay gap based on hourly rates of pay and bonus.



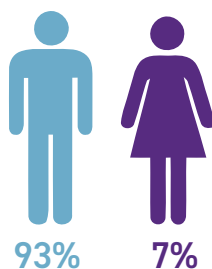
How Pay Looks Across Our Organisation

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

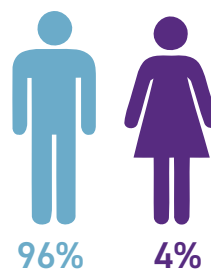
Lower Quartile



Lower Middle Quartile



Upper Middle Quartile



Upper Quartile




Charlie Shiels
 Chief Executive Officer

I can confirm that the ArrowXL pay gap data is accurate and has been collated in accordance with the Equality Act 2010 (Gender Pay Information) Regulations 2017.