

## 2018 Gender Pay Gap Report

This report has been prepared in line with the Equality Act 2010 (Gender Pay Gap Information) Regulations 2017.

All data in this report refers to employee information based on employee gender from our HR and Payroll records at the snapshot date of 5th April 2018.

According to the ONS (Office for National Statistics) the gender pay gap is calculated as the difference between average hourly earnings (excluding overtime) of men and women as a proportion of average hourly earnings (excluding overtime) of men's earnings. For example, a 4% gender pay gap denotes that women earn 4% less per hour, on average, than men. Conversely, a negative 4% gender pay gap denotes that women earn 4% more, on average, than men. The national gender pay gap fell from 2017 to 2018, to stand at 8.6% among full-time employees.

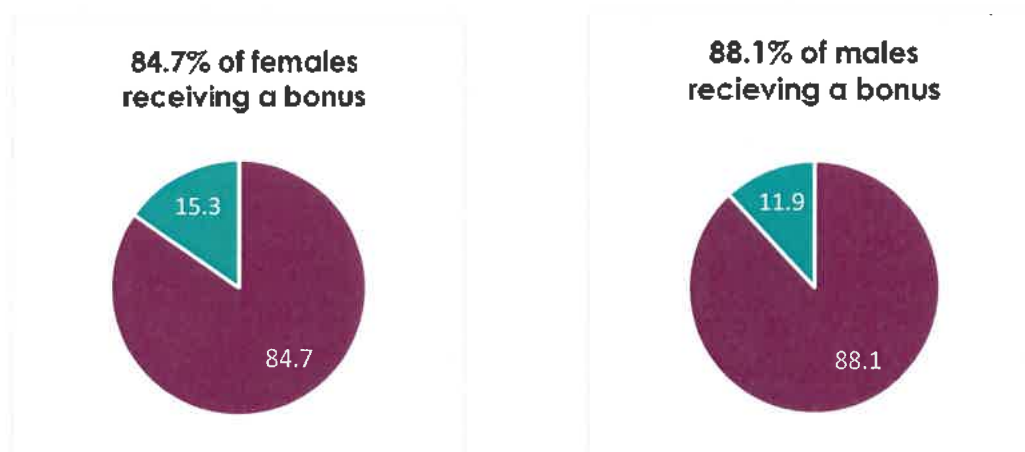
### Pay and Bonus Gap

At the snapshot date, Express Vending Ltd ("Express") had 253 employees with a total split of 135 employees who are male and 118 who are female, representing 53.4% male and 46.6% female. The information below shows our overall mean and median gender pay gap based on hourly rates of pay as at the snapshot date. It also captures the mean and median difference between bonuses paid to men and women in the year up to 5th April 2018.

	Mean (Average)	Median (Mid-Point)
Hourly fixed pay	4.2%	-8.0%
Bonus paid	-12.7%	25.6%

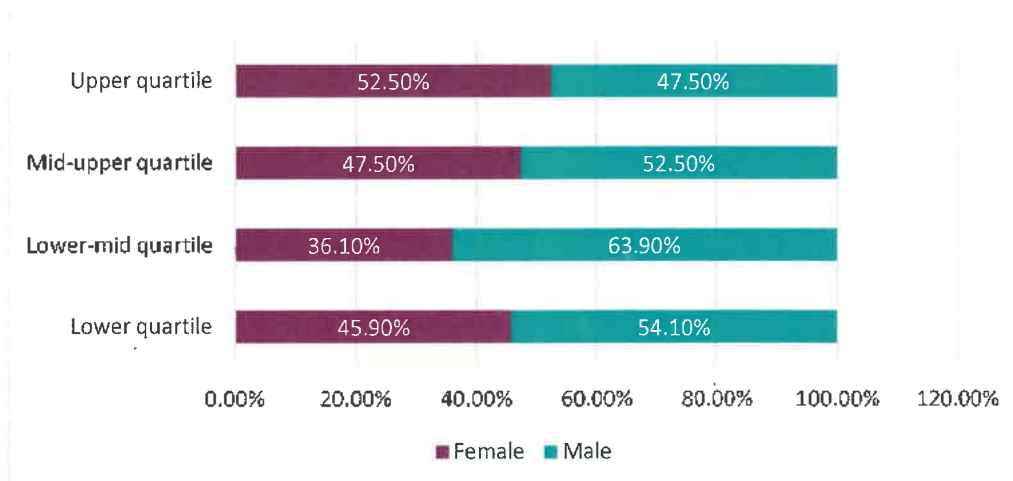
### Bonus Gender Pay Gap

The charts below show the proportion of males and females who received a bonus in the year up to 5th April 2018.



## Male and Female Employees by Pay Quartile

The below information includes all permanent employees who received their full and normal pay in the pay period and shows the percentage of male and female employees in each pay quartile.



At Express, we place a great amount of emphasis on fairness and our approach to pay is the same. This is demonstrated in the above chart which shows that there is a very marginal difference in earnings between men and women across all pay quartiles.

Whilst the proportion of men to women in the lower-mid quartile pay bands is significantly greater, Express does operate an Equal Opportunities Policy and takes a proactive approach to develop and progress employees from within.

## Context and Measures

We are very pleased to observe that the differences in both the mean and median pay of our full-pay men and women at Express compares favourably to the national headline measure for 2018. National data shows that when looking at the gender pay gap by occupation for full-time employees, it is in favour of men for all of the main occupation groups, ranging from 4.8% for sales and customer service occupations to 23.9% for skilled trade occupations in April 2018.

At Express, the median figure of -8% means that, on an hourly basis, men earn on average 8% less than women. However, we are confident that any perceived gap in pay is a product of gender mix than the result of any pay differential between males and females in a similar role. We are also an equal opportunities employer and review all our advertisements for any gender bias. We will always choose the right person for the role and we will never refuse a candidate based on their gender. We are confident of maintaining our gender pay and bonus positions when we next publish results in April 2020.



**Paul Hearne**  
Executive Director