

## 2020 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 2020.

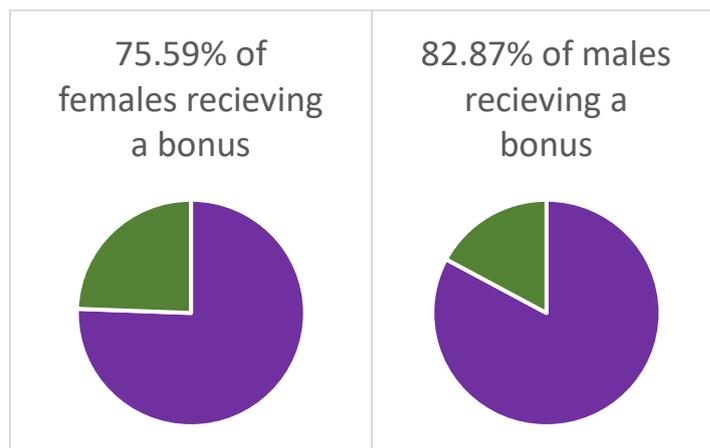
According to the ONS (Office for National Statistics) the gender pay gap is calculated as the difference between average hourly earnings (excluding overtime) of men and women as a proportion of average hourly earnings (excluding overtime) of men's earnings. For example, a 4% gender pay gap denotes that 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.

### Pay and Bonus Gap

At the snapshot date, Express Vending Ltd ("Express") had 273 employees with a total split of 142 employees who are male and 131 who are female, representing 52% male and 48% 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 2020.

	Mean (Average)	Median (Mid-Point)
Hourly fixed pay	12.54%	2.84%
Bonus paid	51.42%	62.5%

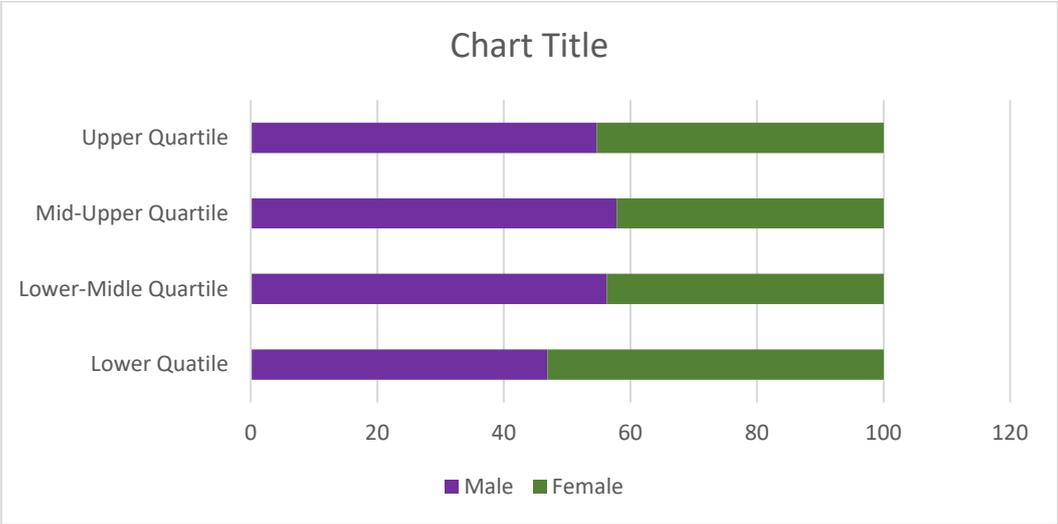
### Bonus Gender Pay Gap



The charts above show the proportion of males and females who received a bonus in the year up to 5th April 2020.

## 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.

## Context and Measures

At Express, the median figure of 12.54% means that, on an hourly basis, men earn on average 12.54% more 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.

**Paul Hearne**  
Executive Director