

# Oakland International

## GENDER PAY GAP REPORT 2017

### Introduction

This year sees the first published results under gender pay gap reporting legislation, which required any UK employer with over 250 employees to publish any pay gaps between male and female employees. This report details the results of the analysis performed by Oakland International in accordance with the snapshot date of April 2017. Oakland International is predominantly a warehousing & storage business with a 74% male/ 26% female demographic ratio.

### Pay & Bonus



**Pay Gap**  
**Bonus Gap**

**Mean**  
**-0.8%**  
**3%**

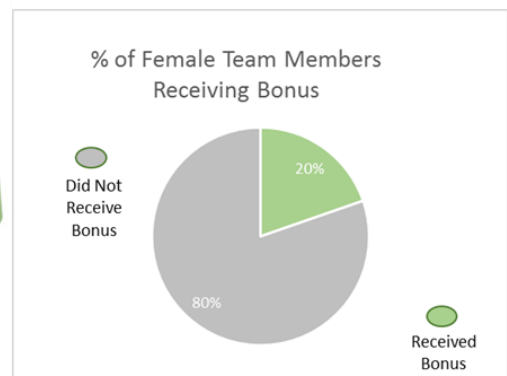
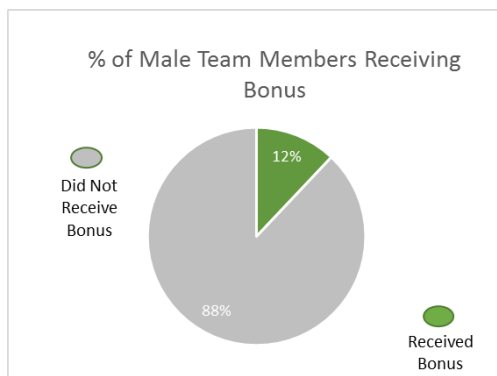
**Median**  
**-1.3%**  
**-555%**

### What does this mean?

This means that our gender pay gap is in favour of women. Any figure that has a minus before it means that the percentage is higher for women and without a minus means that the percentage is higher for men. Therefore, we pay on average 0.8% more to women.

In terms of bonuses, the gap shows a mean of 3% higher for men but the median shows such a high percentage for females as bonuses paid to males tend to be lower value for warehouse operatives. Our female workers tend to be in roles that are more senior and have the ability to earn higher bonuses. A median value takes the mid-point for comparison.

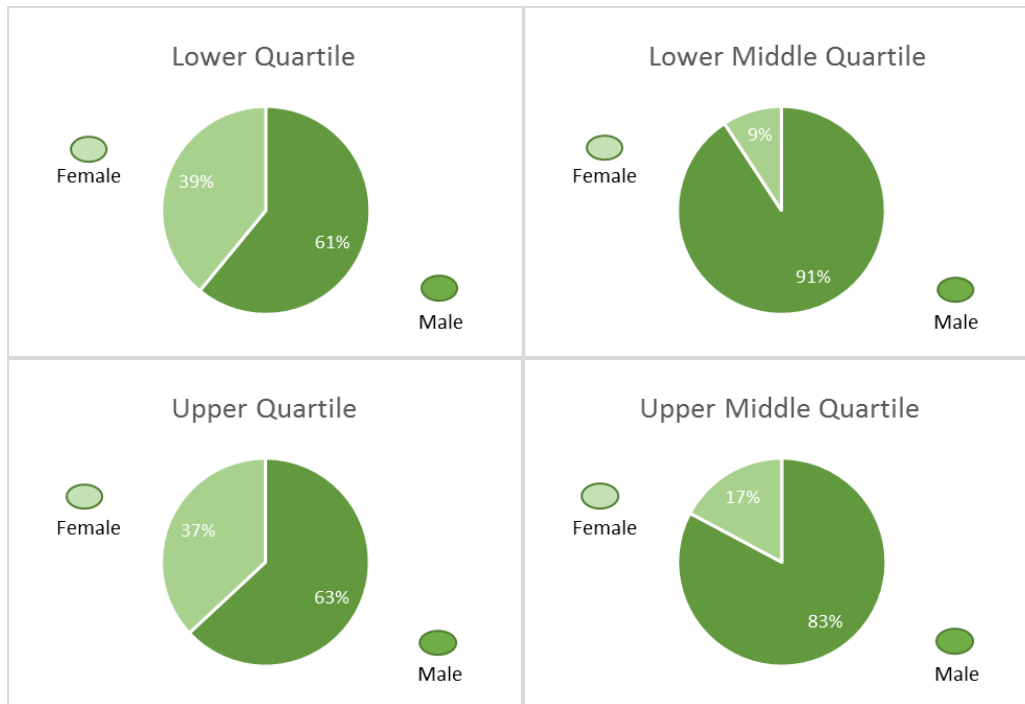
### Proportion of Team Members Receiving a Bonus



## What does it mean?

The above charts show the numbers of employees who did and did not receive a bonus during the relevant period. It demonstrates that the gap between male and female team members is 8%.

## Pay Quartiles



## What does it mean?

The above charts demonstrate that across the business we have a larger proportion of males across all quartiles. However, considering that the male/female demographic is 74% male and 26% female, it is interesting to note that in the upper quartile the percentages do increase quite significantly in favour of female team members.

Here at Oakland International we are committed to our family values and are focused on ensuring all team members are treated equally regardless of any irrelevant factor. We regularly monitor our pay rates and bonus payments along with a variety of other factors to ensure we remain fair and equal to all. We will continue with this focus as we strive to enhance the remuneration to all our team.

I can confirm that the data used in this report is accurate.



Cory Winstanley  
HR Director

*Working Together | Growing Together | Stronger Together*