

Gender Pay Gap Report 2019

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Person responsible for employer's report: Jacky Popiolkowski (HR Director)

Address: Winchester House, Oxford Science Park, Oxford, OX4 4GE

Nature of business (SIC):

- **52103** - Operation of warehousing and storage facilities for land transport activities
- **77390** - Renting and leasing of other machinery, equipment and tangible goods not elsewhere classified

A WORD FROM OUR HR DIRECTOR:



At ByBox, we recognise the importance of equality, placing great value on creating a diverse and inclusive workforce across the whole business. Our approach to developing colleagues and providing an environment that recognises each one of them for their skill, expertise and outstanding performance is echoed in our results.

We are committed to a diverse workforce at all levels and dedicated to ensuring our pay gap remains fair, progressing colleagues through the business and further developing them along their journey with us.

2018 results showed that comparing mean hourly wages, women's mean hourly wage was 1.2% higher than men's. However, the gap has increased this year with women's mean hourly wage 3.5% higher than men's. Actions were put in place towards the end of 2018 to try and address this, and we look forward to completing our next report to see what impact this has made. When comparing median hourly wages, women earn £1 for every £1 that men earn.

The gaps in bonuses are largely down to sales / account management payment structures and results. We always strive for equal pay within ByBox and will continue to do so; creating a fun and fair organisation to be part of.

WHAT IS THE GENDER PAY GAP?

Gender pay gap is a measure of the difference in the average pay of men and women – regardless of the nature of their work – across the same organisation, business sector, industry or the economy.

This gap can be driven by the different number of men and women across all roles. It is important to note that it is different from an equal pay comparison, which is direct comparison of two people or groups of people carrying out the same, similar or equivalent work.

ABOUT MEAN AND MEDIAN?

The mean hourly rate is the average hourly wage across the entire organisation, so the mean gender pay gap is a measure of the difference between women's mean hourly wage and men's mean hourly wage.

The median hourly rate is calculated by ranking all employees from the highest paid to the lowest paid and taking the hourly wage of the person in the middle. Which means that the median gender pay gap is the difference between women's median hourly wage (**the middle-paid woman**) and men's median hourly wage (**the middle-paid man**).

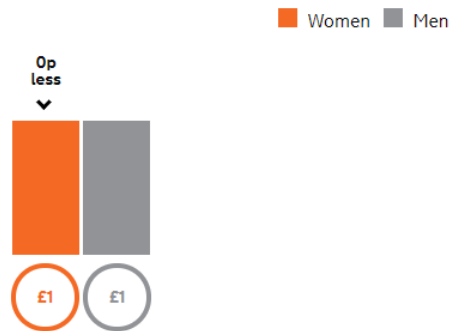
DIFFERENCE IN HOURLY PAY:

Women's median hourly rate is **0.1% lower** than men's

*In other words, when comparing median hourly rates, **women earn £1** for every **£1** that men earn.*

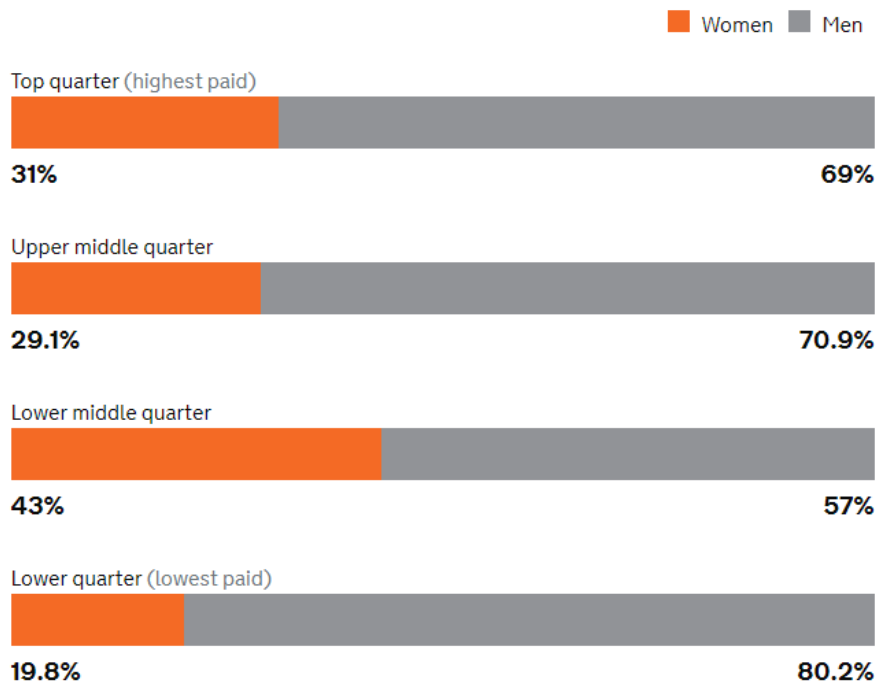
Women's mean hourly rate is **3.5% higher** than men's

*In other words, when comparing mean hourly rates, **women earn £1.035** for every **£1** that men earn.*



PROPORTION OF WOMEN IN EACH PAY QUARTILE:

At ByBox Field Support women occupy **31%** of the highest paid jobs and **19.8%** of the lowest paid jobs.



ABOUT PAY QUARTERS:

Pay quarters are calculated by splitting all employees in an organisation into four even groups according to their level of pay. Looking at the proportion of women in each quarter gives an indication of women's representation at different levels of the organisation.

WHO RECEIVED BONUS PAY:



23.5% of women



4.9% of men

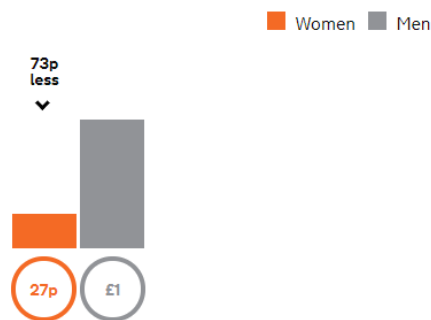
DIFFERENCE IN BONUS PAY:



Women's mean bonus pay is **52.5% lower** than men's



Women's median bonus pay is **72.8% lower** than men's



ABOUT THIS REPORT:

Our overall results are reported in accordance with stated Government requirements in relation to the number of employees, and therefore are for ByBox Field Support Limited business activities only. Whilst we collect and analyse the data related to other ByBox businesses, these are not included in the published figures because the number of employees is under the specified threshold.