

FLOWBIRD
Transport Intelligence

Flowbird Transport Ltd UK Gender Pay Report 2022



www.flowbird.group/transport

Flowbird Transport Ltd

UK Gender Pay Report

2022

With the continued focus on Equality, Diversity, Inclusion (EDI) and gender equality in the UK, all companies with over 250 employees are required to publish information on gender pay.

Flowbird Transport Ltd takes EDI very seriously and we are pleased to share our Gender Pay Report here.

Legislation requires all employers with 250 or more employees to publish their gender pay gap annually. Whilst during the reporting period Flowbird Transport Ltd had 216 employees, for transparency and good practice we still decided to complete this exercise. This report covers employees employed at Flowbird Transport Ltd as at 5 April 2022. In preparing the statistics, we have followed the methodology required by the Government Equalities Office, which includes additional reporting on the distribution across pay quartiles and the proportion of men and women receiving a bonus. A gender pay gap measures the difference in the pay of men and women – regardless of the nature of their work. It can be affected by the different number of men and women across all roles and seniority levels. It is different from an equal pay comparison, which directly compares two people or groups who are carrying out the same, similar or equivalent work.

What's included in the calculations

Basic pay at 5 April 2022, including shift premium pay, maternity, paternity, sick, adoption and parental leave, regional or area allowances, car allowances (where paid as cash) and other cash allowances, as well as any bonuses paid during the pay period covering 5 April 2022.

Understanding the Pay Gap

Calculating the mean and median gaps

The **mean** gap is the difference between male and female hourly pay rates. It is calculated by:

- Adding all full-pay male employees' hourly pay rates together, then dividing it by the number of full-pay male employees – this gives the mean hourly pay rate
- Doing the same for all full-pay female employees
- Subtracting the mean hourly pay rate for women from the mean hourly pay rate for men
- Dividing the result by the male hourly pay rate
- Multiplying this result by 100 gives the mean gender pay gap in hourly pay as a percentage of men's pay.

The **median** is calculated by:

- Listing all male employees' hourly pay rates from lowest to highest, and selecting the middle hourly pay rate
- Doing the same for female employees

The difference between these two median rates is then expressed as a percentage of the men's hourly pay rate.

Bonus gender pay gap

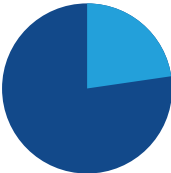
The mean and median calculations are also done to compare bonuses paid over the previous 12 months. The proportion of men and women receiving bonus pay is also given.

Calculating the pay quartiles

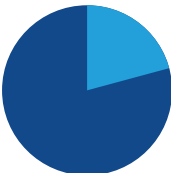
Pay quartiles are calculated by taking the pay rates of all employees across Flowbird Transport Ltd, splitting the list into four equal groups and calculating the percentage of male and female employees in each of these groups.

The Flowbird Transport Ltd gender pay gap shows the difference in the mean and median hourly rates of pay between men and women in an organisation, expressed as a percentage of the mean and median male earnings. The bonus gap shows the difference between the mean and median bonus paid to men and the mean and median bonus paid to women.

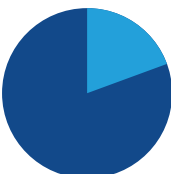
Flowbird Transport Ltd Gender Pay Gap Metrics



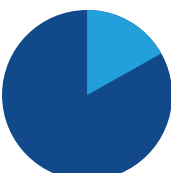
Mean Gender Pay Gap (%)
22.7%
 (2021 11.0%, 2020 15.6%, 2019 17.3%, 2018 23.1%, 2017 26.2%)



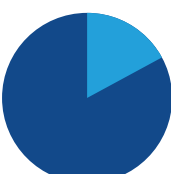
Median Gender Pay Gap (%)
20.8%
 (2021 8.0%, 2020 12.5%, 2019 19.6%, 2018 16.6%, 2017 20.6%)



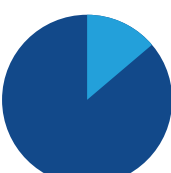
Mean Gender Bonus Gap (%)
19.4%
 (2021 8.11%, 2020 30.2%, 2019 30.6%, 2018 53.5%, 2017 48.3%)



Median Gender Bonus Gap (%)
16.7%
 (2021 9.8%, 2020 34.7%, 2019 13.1%, 2018 23.5%, 2017 29.6%)



Male Employees Receiving Bonus (%)
17.1%
 (2021 18.8%, 2020 15.4%, 2019 18.2%, 2018 19.9%, 2017 15.5%)



Female Employees Receiving Bonus (%)
13.8%
 (2021 14.3%, 2020 8.1%, 2019 13.1%, 2018 10.3%, 2017 5.6%)

Pay quartiles (% in each band)

	Male	Female
Band A (lowest)	19.4%	5.6%
Band B	21.3%	3.7%
Band C	22.7%	2.3%
Band D (highest)	23.1%	1.9%

The Gender Pay Gap at Flowbird Transport Ltd arises because our business has a significant focus on engineering and there are relatively few female engineers in the recruitment market. The pay for qualified engineers is generally higher. This trend is mirrored across our industry and is an area where we wish to inspire positive change.

Our population is made up of 13% females and 87% males. Flowbird Transport Ltd takes EDI very seriously. When we compare data from 2017 to 2021, we were making good progress to narrow the gap, however the results for 2022 are not so favourable due to the following reasons; there was a reduction of female employees in the business - only 13% in 2022 compared with 14.5% in 2021 and 18% in 2020; 7% of our female employees were on maternity leave and on zero pay as at 5 April 2022; a large proportion (59%) of our female workforce are in roles which earn less than £30k per annum (these roles are more administrative focused rather than qualified engineering roles); less female employees were in management roles and therefore less female employees were included in our management bonus scheme this year when compared to 2021.

Actions Taken to Address the Gender Pay Gap

We regularly review salaries of all our employees to ensure pay is within the benchmark for the role, and make adjustments where required. This means all employees, including our female employees, are being paid correctly for their roles.

Our aim was to increase the number of female applicants applying for each role we advertised to ensure we had a good gender split of candidates. This was more easily achieved for roles within our Support functions, rather than Engineering roles. However we did employ a number of new female Project Managers which was a positive step. In terms of our female to male applicant ratio for the six months leading up to 5 April 2022, we received 1,111 applications for 33 roles, which were split as 72% males and 28% females. 11 of these roles were more female dominated, however all the engineering, sales and IT based roles were male dominated. Our strategic focus will therefore aim to attract more females to Flowbird by altering our advertisement wording, and we will also use recent employee photos in our branding to highlight the gender mix of our employees.

Flowbird Transport Ltd fully encourages diversity in the workforce and we aim to encourage a culture that supports colleagues at different stages in their working lives and careers. 8% of our workforce, male and female, benefit from working flexible hours (including part time and compressed hours) to suit their personal circumstances. Additionally, since the return to the workplace following Covid-19, the majority of our workforce work in a hybrid manner and are required to be in the workplace for at least 60% of their time and therefore have the flexibility to work from home too.

We will continue with gender equality as a strategic objective and with the aim of further narrowing the gender pay gap, and introducing more female employees to the workforce wherever this is possible.



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