

Gender Pay Gap Reporting HOYER Petrolog UK Ltd

HOYER believes in offering equal opportunities for both men and women to find worthwhile careers with the company. We are committed to equitable pay for employees in similar roles and we firmly believe that a diverse workforce means we are stronger as an organisation.

Across our company we have a mean gender pay gap of 21.2%, with males being paid more than females.

The mean gender bonus gap is -117.7%, with females receiving higher average bonuses than males.

Basic pay – difference in average pay between men and women

A snapshot of our gender pay gap as at April 2018 shows the following:

Gender pay gap mean	21.2%
Gender pay gap median	28.0%

Pay quartiles for April 2018:

	Male	Female
Highest	97.4%	2.6%
Upper middle	99.0%	1.0%
Lower middle	98.7%	1.3%
Lowest	79.1%	20.9%

The gender pay gap is the difference between average pay of males and females and differs from an equal pay gap. Our gender pay gap is driven by:

- Approximately 85% of our employees are Large Goods Vehicle (LGV) drivers. Our driver workforce is predominantly male, which is a historical trend throughout the logistics industry, and also effected by the rotating 7days per week nature of their work patterns.
- The remaining 15% of our employees are administration staff and managers. This group has a more even distribution of male and female employees. Our LGV drivers have higher average basic pay than many of our office based staff.

Within our management structure we benefit from diversity with men and women at virtually every level of seniority in our organisation. We continue to recruit, every year, into our Management Development Programme. This is targeted primarily at university graduates and we are able to recruit a similar number of men and women. The company also runs an Employee Development Programme aimed at all existing employees which provides an opportunity for anyone to develop their career.

All female and male applicants are considered on an equal footing when we recruit, whether this is to fill field based operational vacancies (such as drivers) or staff and management roles. Internal vacancies and opportunities for promotion are treated in exactly the same way.

We will continue to strive to attract more women into our industry across the whole range of job roles that we can offer, and monitor gender pay at recruitment and annual review dates.

Bonuses – difference in average bonus paid between men and women and received a bonus

When we looked at bonuses paid in the twelve months to April 2018 this showed the following:

Mean bonus gap	-117.7%
Median bonus gap	-24.6%
Men received a bonus	78.5%
Women received a bonus	43.4%

These figures reflect that 85% of our employees are LGV drivers, who are predominantly male, are eligible to be paid modest and carefully targeted performance bonuses. The remaining 15% of our employees work in administration and management and fewer are eligible for a bonus. Staff bonuses are generally awarded to managers, based on both results and performance. These bonus levels are on average higher than those paid to the driver workforce resulting in the higher mean female bonus.

We confirm the information and data reported is accurate at the dates stated above.

Mark Binns

Managing Director
HOYER Petrolog UK Ltd