



# Gender Pay Gap Report 2018

 ADDISON LEE GROUP 



## Gender Pay Gap Reporting 2018 5th April 2017 – 4th April 2018

At Addison Lee Group, we passionately believe that we have an important role to play in progressing, supporting and promoting gender equality in the workplace. And we firmly believe that this agenda must be held to account through a data-driven approach to measuring our performance on gender equality.

As a business with over 250 employees, we publish annual data that charts the differentials between male and female pay in our organisation – known as the gender pay gap. In line with government requirements, we do this in six different ways: the mean and median gender pay gap, the mean and median gender bonus gap, the proportion of men and women receiving a bonus and the proportion of men and women by quartile pay bands.

The last year has been one of rapid growth for Addison Lee Group, with our total number of employees more than doubling in the last 12 months, as a result of our acquiring and integrating a number of businesses. Our gender pay gap results for 2018 is reflective of this growth and change, alongside the range of progressive initiatives that we have put in place to increase gender balance across the business.

Although the transportation industry is undergoing significant change, evolving to meet with the standards and needs of the modern world, it remains a predominantly male employee population. Within Addison Lee Group, this remains the case with male employees outnumbering female employees at every level within the organisation.

However, since last year's report, our median gender pay gap is now -17% compared to 11.37% a year ago and our mean gender pay gap is now 0% compared to 18.04%

We are pleased that these figures demonstrate the positive changes we have and continue to implement at Addison Lee Group in our pursuit to build a diverse, inclusive and gender balanced workforce. Over the last 12 months, we have introduced several initiatives that aim to attract, retain, develop and promote our female talent, including a dedicated employee-driven working group called 'ELEVATE'. Furthermore, we have employed an executive coach to work specifically with women in leadership and management roles to help them enhance their careers and developed a variety of flexible working solutions across the organisation. In addition, our innovative online learning and development platform, 'Addison Lee Academy' provides all Group employees with the opportunity to learn new skills, including how to navigate unconscious bias.

Whilst we have taken significant steps to promote gender equality within the business, we recognise that we still have an imbalance of men and women in the top quartile of jobs at Addison Lee Group, and this is where we need to continue our focus.

We are confident that the changes we have made, and will continue to make, will continue to foster Addison Lee Group's values that is respectful and inclusive, supporting a diverse business where colleagues can be their authentic selves and produce great, meaningful work.



**Mat Davies**  
HR Director

Addison Lee data includes data for Tristar Ltd employees.

For the purposes of gender pay gap reporting, our data is for 1261 relevant full pay employees.

When looking at our bonus pay gap it is important to consider:

- Composition - our employee population is heavily male weighted, with a 76:24 split
- Bonus eligibility - is dependent on several factors such as start date, performance, completion of probation
- Pro-rata - there are significantly more female part-time employees; with 63% in the relevant population being female.

## Gender Pay Gap

The **mean pay** for men is **0%** higher than that of women.

The **median pay** for men is **17% lower** than that of women.



## Gender Bonus Gap

The **mean bonus** pay for men is **40%** higher than that of women.



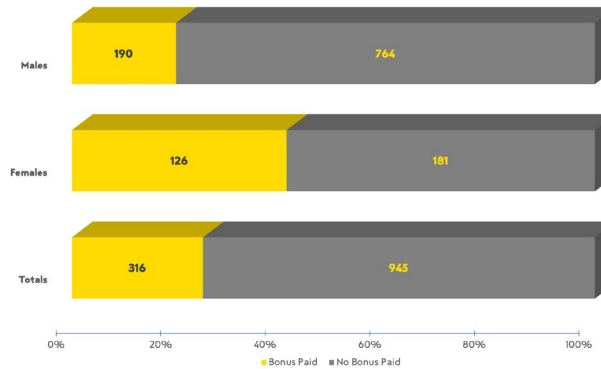
The **median bonus** pay for men is **30%** higher than that of women.



## Proportion of Males & Females Receiving a Bonus

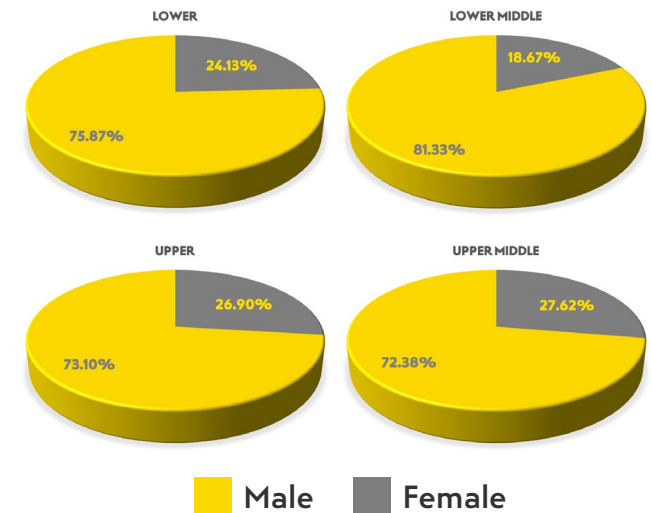
316 employees received a bonus payment, this represents 25% of the employee population.

20% of males received a bonus payment, and 41% of females received a bonus payment.



## Proportion of Males & Females in Each Quartile

There are similar proportions of male and female employees across all quartiles



I confirm that our data has been calculated according to the requirements of The Equality Act 2010 (Gender Pay Gap Information) Regulations 2017



**Simon Gordon**  
Chief Financial Officer