



Martin-Brower UK Ltd
Third Floor (South Wing)
One Park Lane,
Hemel Hempstead,
Herts, HP2 4YJ
Tel: +44 (0)1442 431500
Fax: +44 (0)1442 431572
martinbrower.com

Martin Brower UK: Gender Pay Statement and Narrative

As a business we have a passion for integrity – we strive to do the right thing, all the time and in every circumstance to enable us to achieve financial results, ensure a healthy future and create a world class organisation.

As a leading logistics services provider, our global business provides end-to-end supply chain management solutions, annually delivering over 520 million cases of food and service products to fast food restaurant chains in 19 countries.

We care for our people and recognise that they are our greatest asset. We want to ensure our workforce is diverse and inclusive by operating an open and fair cultural environment. We aim to attract, develop and retain the best talent available whilst being committed to building a company which leverages individuals' unique talents. We aim to provide opportunities to all employees, enabling us to deliver a superior service to our customers.

We recognise the implementation of mandatory gender pay gap reporting is an important step in terms of progression and transparency to encourage greater equality of opportunity for women in work.

Our Gender Pay Gap Report suggests that we have areas where we can do more to support gender equality and, by scrutinising the detail to understand the reasons behind the high level numbers, we can develop an action plan which builds on and improves programmes and activities already in place.

We have a mean gender pay gap of **-8.86%** favouring females and a median gender pay gap of **2.37%** favouring males.

These figures compare very favourably to the national figures reported by the Office of National Statistics and are evidence of the effort we have already invested in providing access to training and development opportunities to encourage and promote female progression into more senior roles. We continue to ensure our HR policies encourage and support flexible working within the organisation.

We have sought to systematically reduce unconscious bias across our organisation, having delivered unconscious bias training to our UK and Ireland Senior Leadership Team, with further rollout to our supervisors and managers to enable a more inclusive culture and ensure we continue to consider a wider and more diverse talent pool. Our HR team actively supports our diversity message across the organisation by positively influencing and challenging our hiring managers to ensure they recognise how their individual behaviours and actions impact our overall ability to create an open, fair and inclusive workplace culture.

We know that there is still more work to do to encourage more women to join our organisation as we strive towards a more gender balanced organisation.



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Registered Office:

Third Floor (South Wing), One Park Lane,
Hemel Hempstead, Herts, HP2 4YJ
Registered in England & Wales: 1601427

Gender Pay Gap

Mandatory Gender Pay Gap Reporting applies to all private and voluntary sector employers in England, Wales and Scotland with at least 250 employees as of the 5th of April 2017 snapshot date. Those organisations are required to publicly report their gender pay gap metrics as follows on the government-sponsored website, with the aim of eliminating the gender pay gap:

Mean Gender Pay Gap	Median Gender Pay Gap	Gender Bonus Gap
Difference between average hourly earnings of males and females	Difference between median hourly earnings	Difference between average bonus earnings
Mean Gender Bonus Gap	Median Gender Bonus Gap	Pay Quartiles
Difference between median bonus earnings	Proportion of male and female employees receiving bonus within 12 month period	Insight into career paths

As of the 5th April 2017 payroll, our mean gender pay gap stood at **-8.86%** currently favouring females, with our median gender pay at **2.37%**, currently favouring males:

	Median Hourly Pay Differences for Full Pay Employees	Mean Hourly Pay Differences for Full Pay Employees
Female	£14.09	£16.87
Male	£14.43	£15.50
Pay Gap	2.37%	-8.86%

These are both below the national mean (17.4%) and median (18.4%) as reported by the Office of National Statistics, 2017.

The underlying reason behind the gap is predominantly due to the higher representation of men in more junior roles in our organisation. While we only have a small number of female employees, they are represented in higher-paid roles. The Logistics & Transportation industry is typically male-dominated and this is reflected in our organisation, from Warehouse Operators and Customer Service Drivers through to General Managers and Directors. We are confident that all our HR processes and practices ensure that our people are not paid differently due to gender.

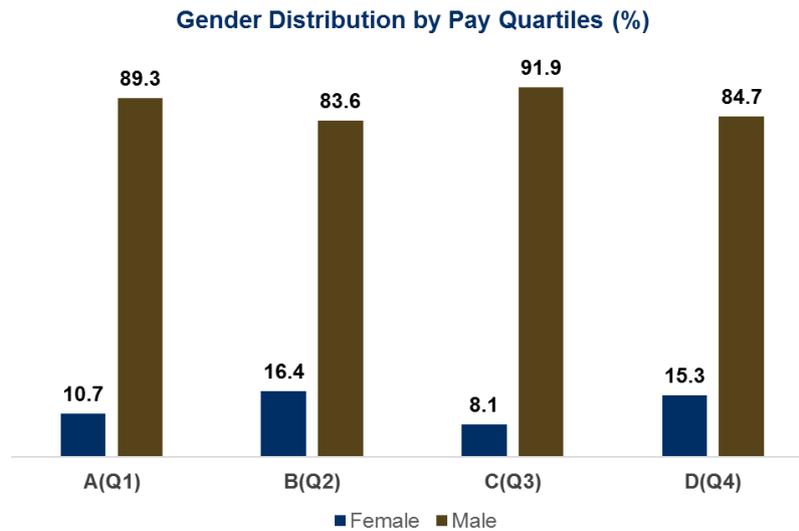
Our mean bonus gap currently stands at **-61.86%** favouring females, with our median bonus gap favouring females at **-126.99%**. We have a marginally higher proportion of female employees receiving a bonus:

	Median Bonus	Mean Bonus	Number Receiving Bonus	Bonus Distribution
Female	£1,732.81	£2,683.26	121	92%
Male	£763.38	£1,657.78	786	86%
Pay Gap	-126.99%	-61.86%		

The underlying reason for these gaps is predominantly due to a much larger number of males receiving lower bonus payments relative to a much smaller female population receiving proportionally higher bonus payments.

Discretionary performance-related bonuses are awarded and paid on an annual basis via two bonus plans, taking account of individual performance. As an equal opportunities employer, all our permanent employees (irrespective of their position, age, gender or ethnicity) are eligible for bonus.

Our gender distribution by quartiles, as defined by the regulations, show us that female employees are underrepresented across all four quartiles:



We are committed to hiring the best talent for roles across our organisation, and as part of this, we continue to actively create an environment where everyone is motivated to develop and progress through innovative HR policies and practices and an encouraging environment. While we continue to make real strides in this area, we recognise that we need to actively ensure our hiring managers reflect our strategic approach to diversity.

Closing remarks

This is our first year reporting our gender pay gap and we know that we need to further explore the numbers and identify what actions are required to ensure that we make real sustained progress to understand and manage gender pay gap data to reflect a truly gender balanced workforce.

We constantly develop and improve our HR policies and practices to encourage and promote the development and progression of all our employees.

Building on our values, we will continue to work with all of our employees, and regardless of age, disability, gender assignment, marriage and civil partnership, sexual orientation, gender, religion and belief, race, pregnancy and maternity, provide them with opportunities to build their confidence and help them in reaching their full potential.

We confirm that the information contained within this statement is accurate.



Gary Todd
Managing Director
Martin Brower UK & Ireland



Anne-Marie Blanke
HR Director
Martin Brower UK & Ireland