

Warrens Warehousing & Distribution (Midlands) Ltd – Gender Pay Summary

This report has been prepared in line with the Equality Act 2010 (Gender Pay Gap Information) Regulations 2017 and relates to 343 employees in post on 5 April 2017.

Average Pay Gap

Mean gender pay gap in hourly pay	25.6%
Median gender pay gap in hourly pay	34.9%

The Mean Hourly Rate for Men is £12.60.

The Mean Hourly Rate for Women is £9.38.

This means that on average women working for Warrens Warehousing & Distribution (Midlands) Ltd are paid 25.6% less than men. The key reasons for this are:

- 85.42% of all employees are male, whilst only 14.58% are female.
- A larger percentage of males sit in the Upper and Upper Middle Quartiles, while a higher percentage of females sit in the Lower and Lower Middle Quartiles.

The European Human Rights Commission identifies that the Gender Pay Gap for Britain currently sits at 18.1% compared to 25.6% for Warrens Warehousing & Distribution (Midlands) Ltd.

The Median Hourly Rate for Men is £13.05.

The Median Hourly Rate for Women is £8.50.

Mean gender pay gap in bonus pay	0%
Median gender pay gap in bonus pay	0%
Proportion of men who received a bonus	100%
Proportion of women who received a bonus	100%

The table above demonstrates that the same proportion of men and women were awarded a bonus and that the mean and median amount paid to both men and women was the same.

Split by gender by pay quartile

Quartile	Male	Female
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Upper Quartile	98%	2%
Upper Middle Quartile	97%	3%
Lower Middle Quartile	76%	24%
Lower Quartile	72%	28%