

Gender Pay Gap Statement 2021

Rhenus Logistics supports the ongoing government initiative around gender pay reporting. Each year companies with over 250 employees are required to publish information regarding their gender pay gap.

Understanding Gender Pay

The gender pay gap measures the difference between men and women's average pay within an organisation regardless of their role or seniority.

Rhenus Logistics Gender Pay Gap

We continue to monitor our Gender Pay Gap and take action where appropriate.

We understand that there are three main drivers in our business which impact on the gap that we see.

- A higher proportion of males in more senior roles
- A higher proportion of males who work in positions that allow for premium payments, such as overtime pay
- A higher proportion of part time female workers

Whilst the proportion of males to females across the business as a whole is not dis-proportionate, the percentage gap between male and female employees increases throughout the quartiles and is particularly prevalent within the 4th Quartile.

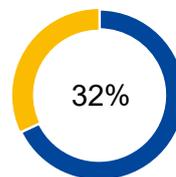
We continue to look for ways to support females in their development and encourage this by having an open approach to flexible working requests.

We also acknowledge there is bias seen across the industry and intend to encourage more females into the industry through developing our links with local colleges and universities.

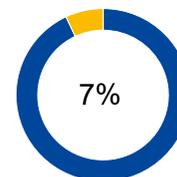


The Figures

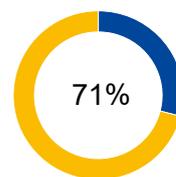
Average Gender Pay Gap as a Mean Average



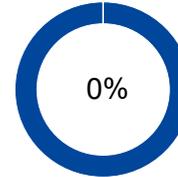
Average Gender Pay Gap as a Median Average



Average Bonus Gender Pay Gap as a Mean Average



Average Bonus Gender Pay Gap as a Median Average



87% of males and 85% of females received a bonus payment within the relevant reporting period.

Proportion of Males and Females

