

# MENZIES DISTRIBUTION

GENDER PAY GAP REPORT  
MARCH 2020

AROUND THE CLOCK, AGAINST THE CLOCK







Menzies Distribution is committed to ongoing improvement in gender representation throughout our business. This report sets out our gender pay gap figures along with narrative to explain them. Our figures have been calculated using the mechanisms set out in the gender pay gap reporting legislation i.e. The Equality Act 2010 (Gender Pay Gap Information) Regulations 2017.

The gender pay gap shows the difference in the average pay of all males in a defined group against all females in that group. This is different to equal pay comparison, which examines whether men and women are given equal pay for equal work, work rated as equivalent and work of equal value.

## OUR COMPANY



Menzies Distribution has three legal entities with at least 250 employees.

- Menzies Distribution Ltd
- Menzies Parcels Ltd
- The Network (Field Marketing & Promotions) Ltd

Under the legislation we are required to report our gender pay gap for each of these entities, as set out in the following pages.

Our industry sectors have historically attracted more males to roles such as newstrade operations, retail logistics and parcels which make up a sizable proportion of our workforce – a trend which is reflected in the some of the figures we have reported this year.

## OUR COMMITMENT



In order to achieve greater balance across our businesses, we will continue to develop our recruitment processes, making every effort to proactively reach more female candidates and encourage them to apply for exciting and diverse roles within our operations; also clearly articulating the career path available for future career development.

We will seek to understand if there are any barriers we can address which inhibit females from progressing to senior roles within the business whilst continuing to embed a management culture which offers support to women already on our team and clearly articulating the career path available for future career development.

There are no quick fixes for gender representation in any business, but we believe the most important element is already present: a desire to make positive progress, and access to the widest possible pool of talent to support our future ambitions.

# MENZIES DISTRIBUTION



## GENDER PAY GAP

This table shows the mean and median gap in hourly pay and bonus pay within the three entities within the Distribution business along with the percentage of employees receiving a bonus payment.

Reportable Pay Gap %		Reportable Bonus Gap %		% Receiving Bonus	
Mean	Median	Mean	Median	Men	Women
6.0	7.8	98.1	(1.3)	16.0	13.6

Note: Numbers appear in parentheses where the average pay for women is higher than men.

## REPRESENTATION IN EACH PAY BAND

These charts show how men and women are represented in each pay band.



# MENZIES PARCELS



## GENDER PAY GAP

This table shows the mean and median gap in hourly pay and bonus pay within the three entities within the Parcels business along with the percentage of employees receiving a bonus payment.

Reportable Pay Gap %		Reportable Bonus Gap %		% Receiving Bonus	
Mean	Median	Mean	Median	Men	Women
1.1	2.8	23.3	60.0	49.6	47.5

Note: Numbers appear in parentheses where the average pay for women is higher than men.

## REPRESENTATION IN EACH PAY BAND

These charts show how men and women are represented in each pay band.







# THE NETWORK



## GENDER PAY GAP

This table shows the mean and median gap in hourly pay and bonus pay within the three entities within The Network business along with the percentage of employees receiving a bonus payment.

Reportable Pay Gap %		Reportable Bonus Gap %		% Receiving Bonus	
Mean	Median	Mean	Median	Men	Women
(20.4)	(15.0)	67.6	Equal	17.3	5.6

Note: Numbers appear in parentheses where the average pay for women is higher than men.

## REPRESENTATION IN EACH PAY BAND

These charts show how men and women are represented in each pay band.



# DECLARATION



We confirm that Menzies Distribution Limited's gender pay gap calculations are accurate and meet the requirements of the Regulations. The calculations, data and assertions confirmed in this announcement have been applied correctly under The Equality Act 2010 (Gender Pay Gap Information) Regulations 2017.

If you have any questions please contact:

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