



**Gender Pay Gap
Report 2018**



What is the Gender Pay Gap?

The gender pay gap measures the difference between the average hourly pay of men and women in a company.

Gender Pay is different from Equal Pay as it does not measure the equality of pay for roles of the same type or level. Instead it compares the average pay by gender of all roles collectively and within quartiles.

What is included?

Hourly pay includes basic pay, car allowances. Shift pay, on-call and standby allowances, Payments for overtime, redundancy and sales commission, along with employees on family or sick leave, are excluded.

What reporting is required?

In 2017 the Government introduced a requirement that companies with more than 250 employees report on their Gender Pay Gap.

The employer must:

- publish their data on their website
- report their data to the Government

This is second Flogas Britain report, and it covers pay for the 2017/2018 period, based on a snapshot of information at 5 April 2018.

Gender Pay Dashboard for Flogas – 2018



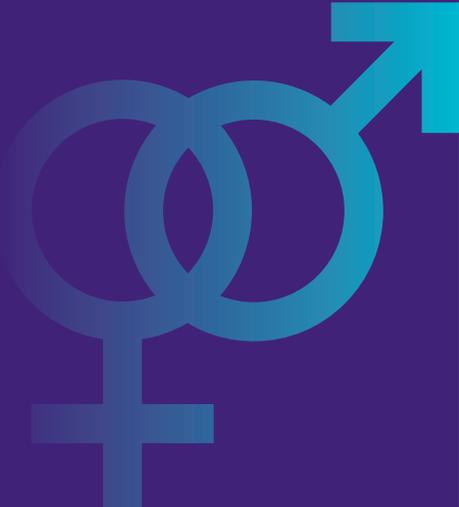
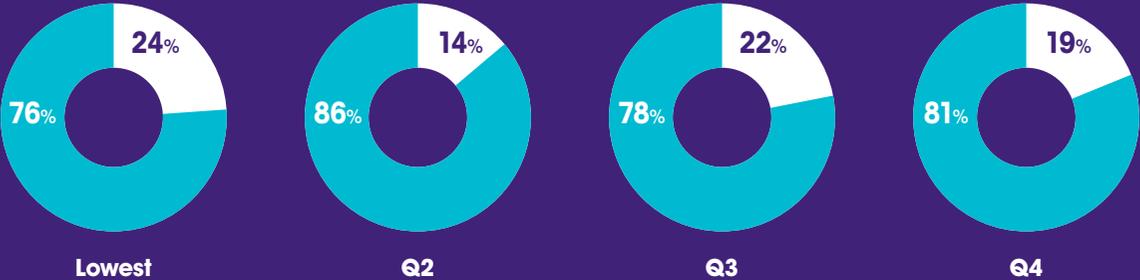
What is the Mean?
 The Mean Gender Pay Gap is calculated by comparing the total pay bill for male employees and the total pay bill for female employees and expressing the difference as a percentage.

What is the Median?
 The Median Gender Pay Gap is calculated by taking the middle figures when you place male and female salaries in order and expressing the difference as a percentage.

Proportion of colleagues awarded a bonus for 2017:



How is pay distributed across our quartiles:



What's changed since 2017:

Mean and median pay

We have seen some movement in both of these measures:

	2017	2018	Variance
 MEAN	0.6%	-0.5%	-1.1%
 MEDIAN	-1.7%	-1%	+0.7%

Bonus schemes

A consolidation of operational bonus schemes at the lower quartiles, and the concentration of senior male executives receiving bonuses has resulted in the mean moving from a negative gap in 2017, into a positive gap in favour of men in 2018.

The women who are eligible for bonus payments are generally in sales and/or functional roles, with corporate bonus schemes, with a mix of personal and business performance objectives – resulting in the median being in favour of women.

Our progress

We are maintaining a focus on gender pay issues, through providing career opportunities which are diverse and inclusive. As an industry, we remain challenged by the overall number of women attracted to the sector, with a total of 82% of our colleagues being male. That is a challenge which we will continue to face, given the operational and technical nature of a large number of our roles.

What's next?

We are actively developing apprenticeship schemes across our driver and technical roles in particular, to support early career development in the industry.

Our recruitment processes have changed significantly, and we will continue to develop our attraction and selection methods to ensure we recruit and retain the best people, from a diverse talent pool.

We are committed to creating opportunities where everyone has an equal chance of success.



Lee Gannon
Managing Director,
Flogas Britain



Sarah Coop
HR Director,
Flogas Britain

