



GENDER PAY GAP REPORT

This document contains the historic Gender Pay Gap Reports for Gregory Distribution Ltd.

Snapshot April 2023

Summary

Gregory Distribution Ltd is an employer required by law to carry out Gender Pay Reporting under the Equality Act 2010 (Gender Pay Gap Information) Regulations 2017.

This involves carry out six calculations that show the different between the average earnings of men and women in our organisation; it will not involve publishing individual employee data.

We are required to publish the results on our own website and a government website. We will do this within one calendar year of 5 April each year.

Our Data

Women's hourly rate is

2.9%

HIGHER
(mean)

1.74%

LOWER
(median)

Women's bonus pay is

3.86%

LOWER
(mean)

27.27%

LOWER
(median)

Who received bonus pay

20.09%

OF MEN

5.63%

OF WOMEN



Pay quartiles

How many men and women are in each quarter of the employer's payroll.

Top quartile

90.81%

MEN

9.19%

WOMEN

Upper middle quartile

91.01%

MEN

8.99%

WOMEN

Lower middle quartile

86.5%

MEN

13.5%

WOMEN

Lower quartile

91.7%

MEN

8.3%

WOMEN

What does the data tell us?

We have a gender pay gap but we are committed to ensuring that men and women are paid equal amounts for doing equivalent jobs across our business. We are committed to building a diverse workplace that gives equal opportunities to all employees. Our employee demographic is consistent with the rest of our sector which has been historically male dominated. The overall gender split across all employees in 2023 was 88.83% male and 11.16% women.

In continuing our support for reducing the gender pay gap we will look to increase gender diversity within our company and identify ways of making our sector look more attractive to women by allowing flexible working where possible and analysing progression routes.

This information is correct as at the time of publishing.

Natasha Stansby
HR Director



Snapshot April 2022

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Our Data

Women's hourly rate is

2.45%

LOWER
(mean)

8.69%

LOWER
(median)

Women's bonus pay is

-56.22%

HIGHER
(mean)

16.67%

LOWER
(median)

Who received bonus pay

24.68%

OF MEN

15.27%

OF WOMEN

Pay quartiles

How many men and women are in each quarter of the employer's payroll.

Top quartile

92.84%

MEN

7.16%

WOMEN

Upper middle quartile

95.03%

MEN

4.97%

WOMEN

Lower middle quartile

90.1%

MEN

9.9%

WOMEN

Lower quartile

84.36%

MEN

15.64%

WOMEN

What does the data tell us?

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workplace that gives equal opportunities to all employees. Our employee demographic is consistent with the rest of our sector which has been historically male dominated. The overall gender split across all employees in 2022 was 89.7% male and 10.3% women.

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Natasha Stansby
HR Director



Snapshot April 2021

Summary

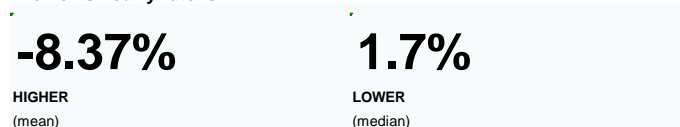
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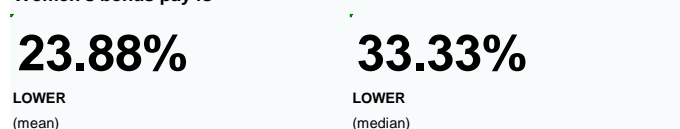
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Our Data

Women's hourly rate is



Women's bonus pay is

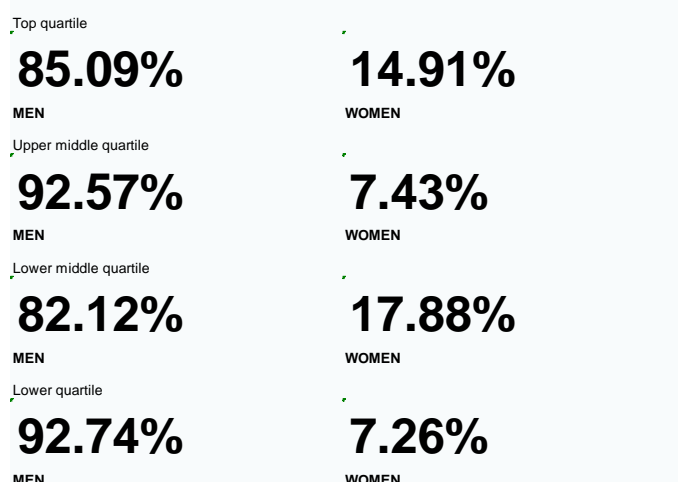


Who received bonus pay



Pay quartiles

How many men and women are in each quarter of the employer's payroll.



What does the data tells us?

Analysis of pay showed that women's mean rate of pay is now 8.37% higher than men's. The median rate is still lower but the gap has continued to reduce for the third consecutive year. Women continue to receive lower mean and median bonus pay but the percentage of men and



women receiving bonus pay remains consistent with last year. The percentage of women in the lower pay quartile is the lowest since first reported in 2017 and the number of women in the lower middle, upper middle and top quartiles has continued to increase each year.

We are committed to ensuring that men and women are paid equal amounts for doing equivalent jobs across our business. We are committed to building a diverse workplace that gives equal opportunities to all employees. Our employee demographic is consistent with the rest of our sector which has been historically male dominated.

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