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# GENDER PAY GAP REPORT 2017

## C.M. Downton (Haulage Contractors) Limited

The Government requires all businesses with more than 250 employees to publish information relating to its pay for men and women. The following report satisfies those legal requirements and is in line with guidance provided. All information presented is based on a data snapshot at 5 April 2017 and is confirmed as being accurate.

Our employee mix of 91.6% male to 8.4% female is consistent with our sector as a whole which has historically been male dominated. The vast majority of our operational staff are male, whereas female staff are well represented in head office and middle management roles which tend to be more highly paid and more likely to attract bonus payments.

The 6 key calculations which we are required to report are set out below:

### Mean Gender Pay Gap

Women's hourly rate is:

**0.6% HIGHER** than males

### Median Gender Pay Gap

Women's hourly rate is:

**2.3% HIGHER** than males

### Mean Bonus Gender Pay Gap

Women's bonus pay is:

**78.5% HIGHER** than males

### Median Bonus Gender Pay Gap

Women's bonus pay is:

**45.7% HIGHER** than males

### Proportion of males receiving a bonus payment

**55.7%**

### Proportion of females receiving a bonus payment

**36%**

### Proportion of males and females in each quartile band

#### Top Quartile

**90.8% Men**

**9.2% Women**

#### Upper Middle Quartile

**91.2% Men**

**8.8% Women**

#### Lower Middle Quartile

**94% Men**

**6% Women**

#### Lower Quartile

**90.4% Men**

**9.6% Women**

It is not surprising to me that the above data reflects our clear policy of paying men and women equally for equivalent jobs throughout our business. We will continue to encourage female colleagues into the industry by embedding female role models into our recruitment process, recognising the achievements of female staff and offering flexibility wherever possible.

**Andrew Downton**  
Managing Director