
GENDER PAY GAP REPORT 2018

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 2018 and is confirmed as being accurate.

Our employee mix of 90.7% male to 9.3% 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:

1.2% HIGHER than males

Median Gender Pay Gap

Men's hourly rate is:

7.6% HIGHER than females

Mean Bonus Gender Pay Gap

Men's bonus pay is:

57.8% HIGHER than females

Median Bonus Gender Pay Gap

Women's bonus pay is:

90.9% HIGHER than males

Proportion of males receiving a bonus payment

47.8%

Proportion of females receiving a bonus payment

28.3%

Proportion of males and females in each quartile band

Top Quartile

88.5% Men

11.5% Women

Upper Middle Quartile

93.5% Men

6.5% Women

Lower Middle Quartile

87.3% Men

12.7% Women

Lower Quartile

89.2% Men

10.8% Women

We maintain a policy of paying men and women equally for equivalent jobs throughout our business. The results for this year are anomalous in that they include material and exceptional bonus payments following the acquisition of the 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.

Duncan Eyre

Managing Director