

Gender Pay Gap Report 2021

Lineage UK Warehousing Limited



Lineage UK Warehousing Limited is required by law to publish an annual gender pay gap report.

This is a report for the snapshot date of 5 April 2020.

- The mean gender pay gap for Lineage UK Warehousing Limited is 7.1%.
- The median gender pay gap for Lineage UK Warehousing Limited is 5.9%.
- The mean gender bonus gap for Lineage UK Warehousing Limited is 5.5%.
- The median gender bonus gap for Lineage UK Warehousing Limited is 0%.
- The proportion of male employees in Lineage UK Warehousing Limited receiving a bonus is 84.1% and the proportion of female employees receiving a bonus is 89.3%.

Pay quartiles by gender

Band	Males	Females	Description
A	85.81%	14.19%	Includes all employees whose standard hourly rate places them at or below the lower quartile
B	94.84%	5.16%	Includes all employees whose standard hourly rate places them above the lower quartile but at or below the median
C	94.19%	5.81%	Includes all employees whose standard hourly rate places them above the median but at or below the upper quartile
D	94.84%	5.16%	Includes all employees whose standard hourly rate places them above the upper quartile

The figures set out above have been calculated using the standard methodologies used in the Equality Act 2010 (Gender Pay Gap Information) Regulations 2017.

What are the underlying causes of Lineage UK Warehousing Limited's gender pay gap?

Under the law, men and women must receive equal pay for:

- the same or broadly similar work;
- work rated as equivalent under a job evaluation scheme; or
- work of equal value.

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Lineage UK Warehousing Limited is committed to the principle of equal opportunities and equal treatment for all employees, regardless of sex, race, religion or belief, age, marriage or civil partnership, pregnancy/maternity, sexual orientation, gender reassignment or disability. It has a clear policy of paying employees equally for the same or equivalent work, regardless of their sex (or any other characteristic set out above). As such, it:

- carries out pay and benefits reviews at regular intervals;
- provides equal pay training for all managers and other staff members who are involved in pay reviews; and
- evaluates job roles and pay grades as necessary to ensure a fair structure.

Lineage UK Warehousing Limited is therefore confident that its gender pay gap does not stem from paying men and women differently for the same or equivalent work. Rather its gender pay gap is the result of the roles in which men and women work within the organisation and the salaries that these roles attract.

How does Lineage UK Warehousing Limited's gender pay gap compare with that of other organisations?

The vast majority of organisations have a gender pay gap, and we are pleased to report that Lineage UK Warehousing Limited's gap compares favourably with that of other organisations.

The median gender pay gap for all UK employees (according to the October 2020 ONS ASHE figures) is 15.5%. At 5.9%, Lineage UK Warehousing Limited's median gender pay gap is, therefore, significantly lower than the UK average.

Comparison with other organisations

	Lineage UK Warehousing Limited	2020 ONS ASHE whole sector
Median gender pay gap	5.9%	15.50%

I, Jonathan Baker, Senior Vice President, Lineage UK, confirm that the information in this statement is accurate.
For and on behalf of Lineage UK Warehousing Limited
Signed

Date
15/09/2021