

Staci UK

Gender Pay Gap Report 2021

ABOUT STACI

As the UK market leader, Staci is dedicated to the storage, collation/preparation and delivery of marketing materials and core products for many of the world's leading brands and retailers.

With 6 fulfilment centres across the UK spanning over 800,000 square feet, Staci handles over 3 million orders a year for the likes of Coca-Cola, Unilever, Heineken, Mars, Diageo and Nestle.

Our vision is to be the leading brands natural choice to deliver expert high-touch logistics solutions.

EXECUTIVE COMMENTARY

Our Team Member demographic of 43% female / 57% male represents a slight increase in female workers since our report in 2019. We are pleased to report our gender mix suggests that our workforce is significantly more diverse than the wider Warehousing sector (1).

It is important to me that that our organisation is made up of a diverse mix of genders, races, ages etc. and that this has no bearing on what they earn. I am pleased that our median hourly rate figures show that we are largely achieving this. However, it is clear that our challenge lies in addressing the bias towards men which exists in the upper quartile of our business which has clearly had a negative impact on our mean results. This is a common problem within the industry where typically over 70% of managers in Warehousing & Storage are thought to be male (2).

I can confirm that the data contained in this report is accurate and published in accordance with the gender pay gap reporting guidance and regulations

A handwritten signature in black ink, appearing to read 'Wayne Chapman', with a horizontal line drawn underneath it.

WAYNE CHAPMAN

MANAGING DIRECTOR

(1) ONS February 2021; Logistics UK Skills and Employment Report 2020)

(2) Logistics UK: Skills and Employment Report 2020 show the following gender split in Senior Management and Director roles in Transportation and Distribution: Females: 25.6% Males: 71.6%

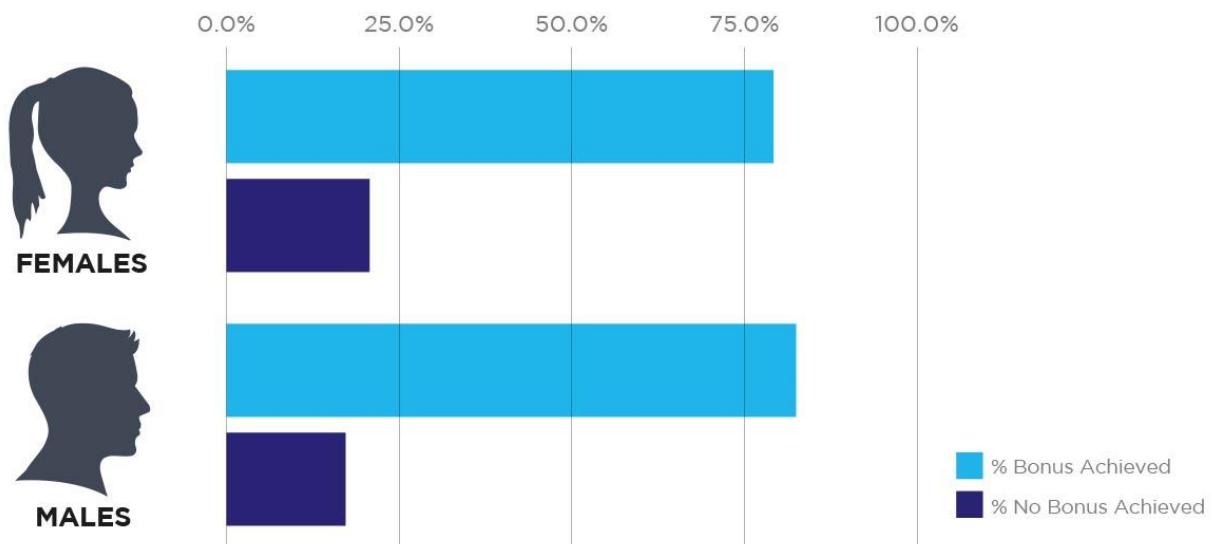
PAY AND BONUS GAP

	Mean	Median
Hourly Pay Gap	10.4 %	-7.5%
Bonus Gap	45.9%	-31.6%

We are pleased to report that the mean and median hourly pay gap show an improvement on 2019. The median pay gap is still favourable to females with the median female being paid over 7% more than the median male. We are aware however that this outcome is likely to have been skewed by the proportion of employees furloughed and therefore excluded from the Full Pay Relevant Pay group.

Marginally less females achieved bonus in the 12 months prior to the snapshot date, this is a reversal from the last report when more females earned bonus. The mean bonus gap has reduced significantly (approx. 20%) from 2019 with the median female's bonus being significantly greater than that of the median man.

Bonus Achievement 2019 - 2020



QUARTILES

The % of females in the upper quartile decreased by more than 3.5% in 2020. The upper middle quartile remained almost the same. It would seem that the % of females in the lower quartiles has dramatically decreased but this data has been skewed by the large amount of females on maternity and furlough leave at the snapshot date.

UNDERSTANDING OUR GENDER PAY AND BONUS GAP

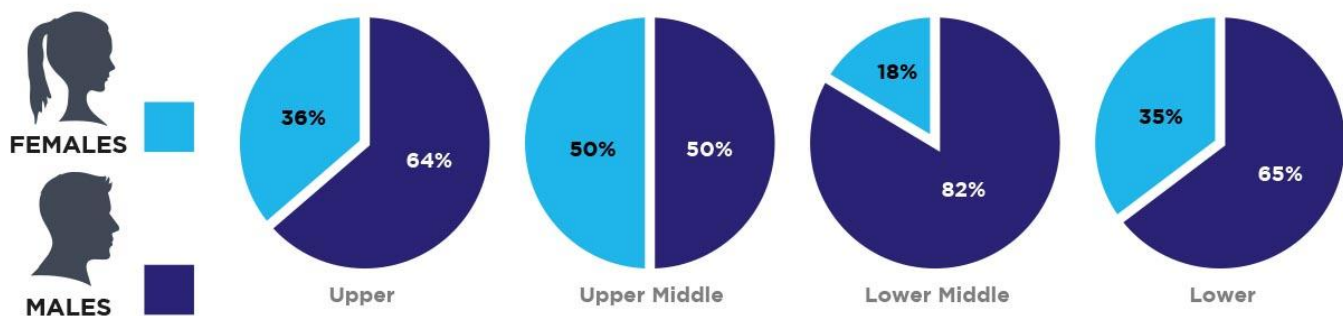
This year's hourly pay analysis has clearly been skewed by the proportion of team members on furlough at the snapshot date.

It is heartening to see that the % of part-time team members employed by Staci UK increased by 7% since the last report. We will continue to be opening minded when considering flexible working requests but the main change in flexible working arrangements is likely to be Staci's approach to home based working which we anticipate will result in an increase in the proportion of female workers, particularly at a senior level.

The most recent Engagement Survey Results show that 80% of our employees consider that we are flexible in helping them to balance home and work life & 82% of our employees consider that people here are treated fairly and equally regardless of their age, race, gender or religion. We will continue to monitor and improve on this.

From the snapshot date in 2019 to the snapshot date in 2020 more of the available management roles were filled by women than men. We will continue to ensure that our recruitment & selection methods create equal opportunities for female applicants and undertake a review of the upper quartile to understand why the proportion of women has declined.

Gender Per Quartile - 2020



**For the purpose of this report our headcount has been based on the data of 474 Relevant Employees as at April 2020. It should be noted that the number of Full Pay Relevant Employees is based on only 209 employees after those furloughed, on maternity and SSP were removed.*

