

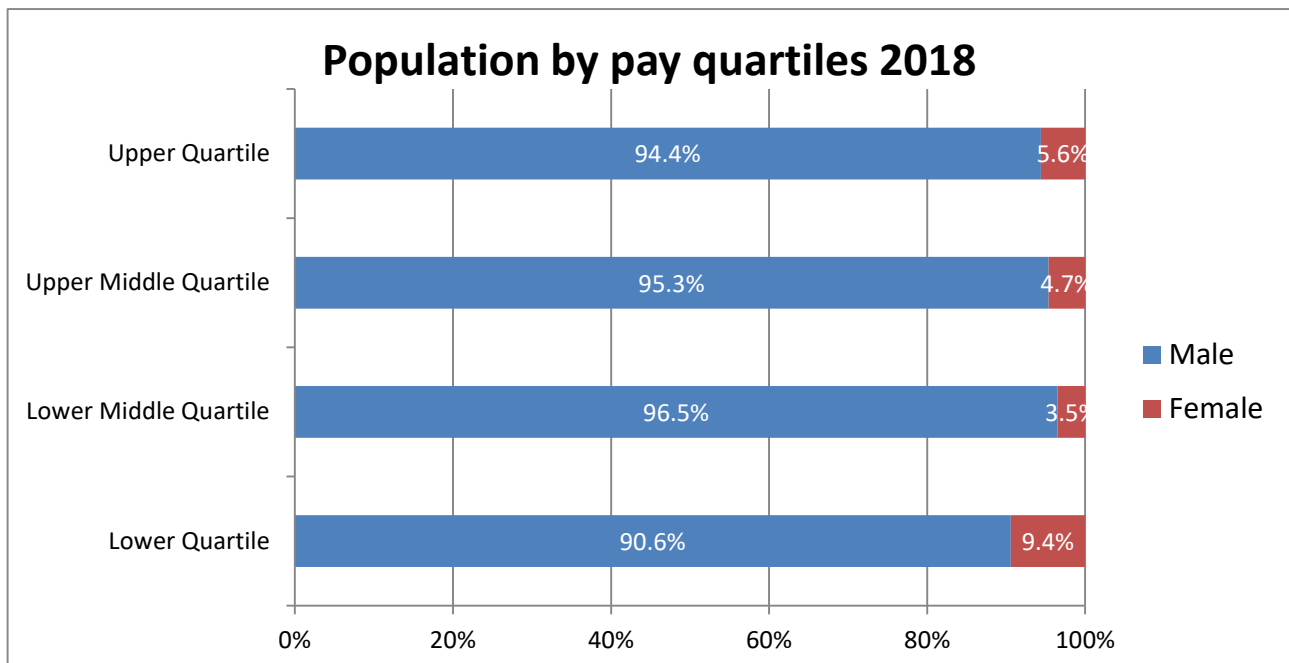
Gender Pay Gap Report 2018

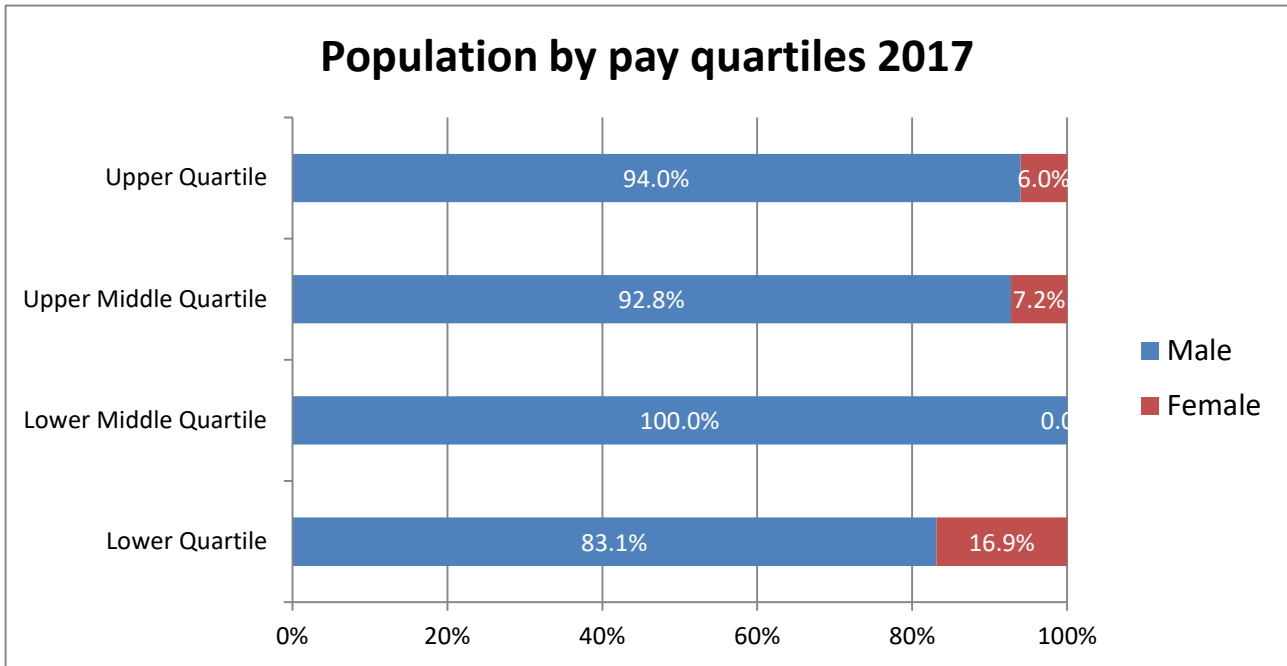
McPherson Limited is a family owned logistics company specialising in providing transport services to the spirits industry. As an organisation we recognise that in order to attract, motivate and retain talent we need to ensure that we are working towards being a truly inclusive organisation. In this report we set out our gender pay gap information.

Regulations in the UK require all companies that have 250 or more employees to publish a number of statistics relating to the difference in remuneration between their male and female employees. A gender pay gap is not the same as equal pay. Equal pay means that men and women with equivalent experience and performance doing equivalent work should receive the same level of remuneration. A gender pay gap does not mean that there are equal pay issues. It does however identify where there is an unequal distribution of men and women across the organisation with more men being employed in higher paid roles. The following statistics are a snapshot of the position over the 5th April 2018 pay period.

	2018	2017
Mean Pay Gap	-1.8%	+2.9%
Median Pay Gap	+1.0%	+3.8%
Mean Bonus Pay Gap	+83.5%	+14.8%
Median Bonus Pay Gap	-120.6%	-86.5%

Proportion Of Employees Receiving A Bonus Payment: Males: 3.7%; Females: 15%





The median pay gap for our employees has reduced from +3.8% to +1.0% and continues to compare favourably with the median pay gap for full time workers in the private sector of 14.7% as published by the ONS. This is mainly due to the structure of our workforce. The majority of our male workforce are employed as professional drivers. Females are significantly under represented within this role whereas a good proportion of our female employees are employed in administrative, professional and managerial roles that attract slightly higher pay rates. A change in the profile of roles occupied by female employees has helped reduce the median pay gap during the year.

The mean bonus pay gap is +83.5% and is reflective of a higher proportion of males in senior positions that receive bonuses. The median bonus gap is -120.6% (i.e. median bonus pay is greater for females than it is for males) and is reflective of the distribution of staff across different bonus arrangements within the company. This is impacted by a relatively large pool of predominately male employees operating at lower levels within the company who receive bonuses.

We confirm that the information and data reported is accurate and in line with the UK Government's Equality Act 2010 (Gender Pay Gap Information) Regulations 2017.

Signed for on behalf of McPherson Limited

David Elilio

Finance Director