



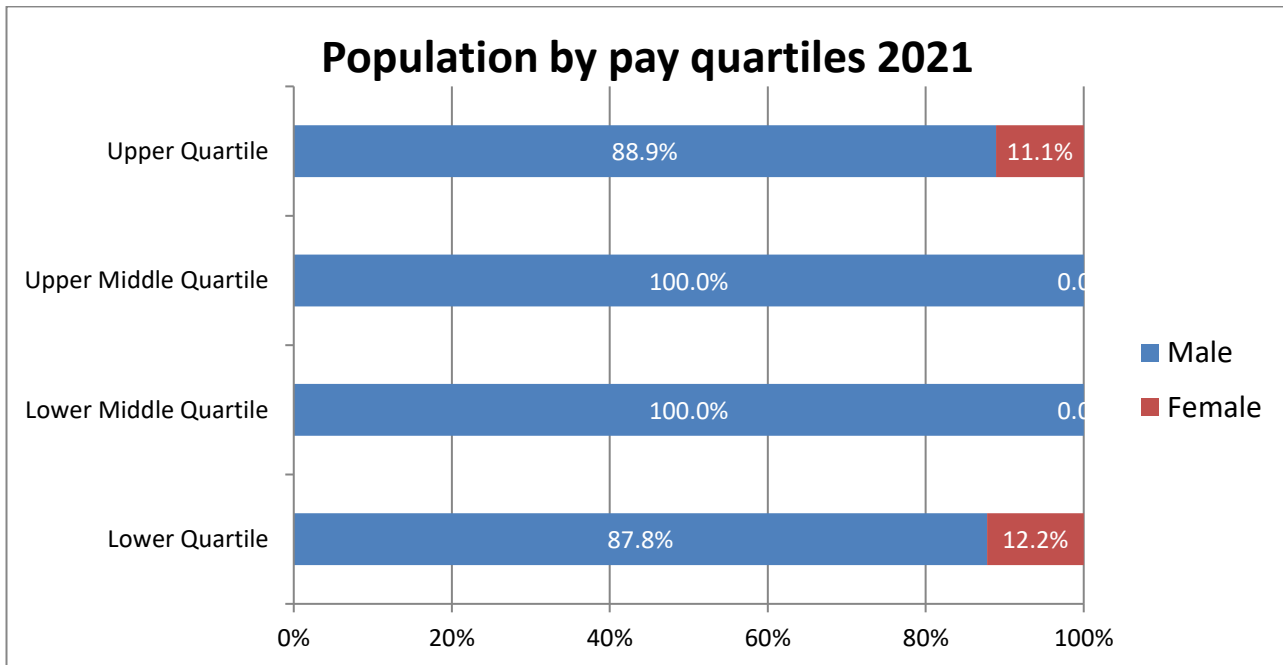
## Gender Pay Gap Report 2021

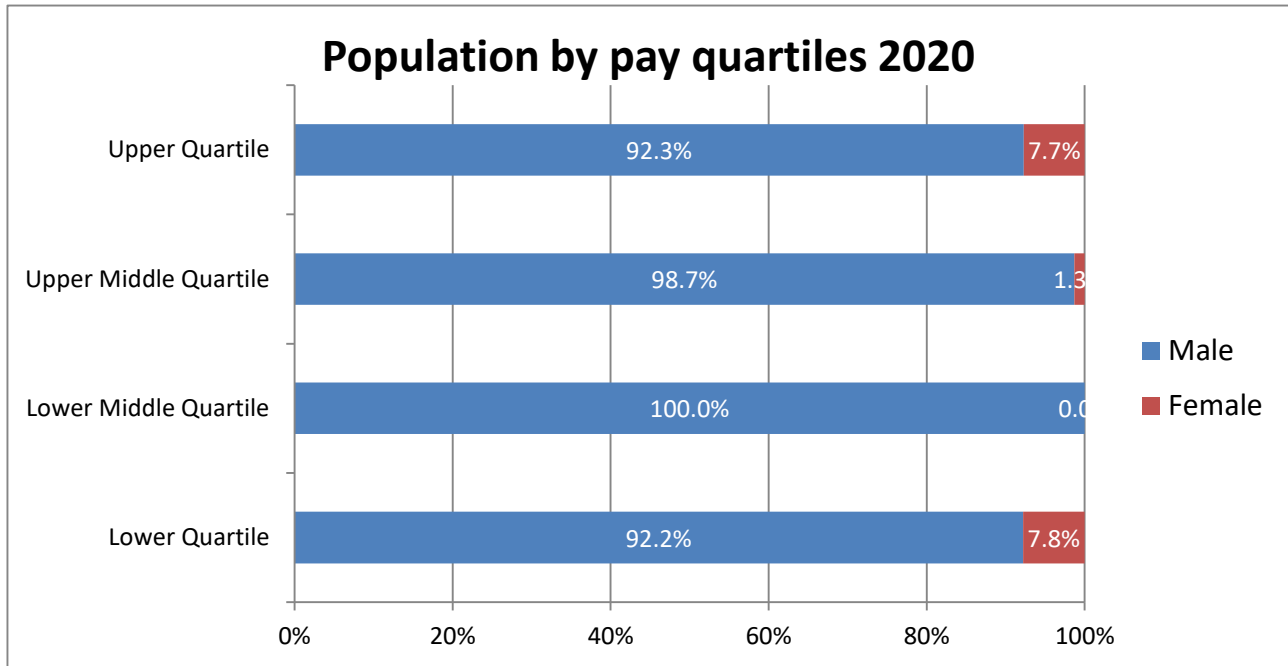
McPherson Limited is a family owned logistics company specialising in providing transport services to the spirits industry. As an organisation we recognise that to attract, motivate and retain talent we need to ensure that we are working towards being a truly inclusive organisation. In this report we 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 5<sup>th</sup> April 2021 pay period.

	<b>2021</b>	<b>2020</b>
Mean Pay Gap	-9.0%	-12.7%
Median Pay Gap	-0.7%	0.0%
Mean Bonus Pay Gap	-4.5%	+53.5%
Median Bonus Pay Gap	-11.1%	+48.9%

Proportion Of Employees Receiving a Bonus Payment: Males: 3.5%; Females: 12.5%





The mean pay for female full pay relevant employees (FPRE) at the snapshot date was 9.0% higher than that for males. 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 professional and managerial roles that attract higher pay rates. The median pay for female employees is 0.7% higher than for males. This compares favourably to the 2021 median pay gap for all workers (full time and part time) of 15.4% as published by the ONS.

The analysis of both the mean and median bonuses paid shows that in the 12 month period prior to the snapshot date there was no bonus pay gap. This is a significant change to the previous year where the mean bonus pay gap was +53.5% and median bonus gap was +48.9%. There is a relatively small pool of employees who are entitled to bonuses and a mix of annual and long term bonus schemes are in operation. The mix of payments between the two schemes in the pool of female staff receiving a bonus has resulted in this swing in the mean and median bonus pay comparison.

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