



# Gender Pay Gap Report

2022







# Introduction

“ Flogas Britain’s Head office is in Leicester, which is proudly one of our country’s most diverse cities. I am proud to say that our company follow this ethos and employs over 1,000 talented individuals across Britain from a diverse mix of cultures and ethnicities.

It is our responsibility as a company to provide a supportive and inclusive work environment where all colleagues have the chance to succeed, regardless of their gender. By promoting diversity and equal opportunities, we can create a more harmonious and productive workplace for all.

Producing the gender pay gap report is not just an annual tick-box exercise. It provides an honest assessment of the current state of gender pay equality at our company and can serve as a catalyst for meaningful change. We confirm that the data in this report is accurate.

During this reporting period (April 2021 to April 2022), it is important to recognise that our median pay gap increased slightly compared to the previous year. The primary factor contributing to this uplift was the significant challenges we experienced in attracting talent in both Driving and Engineering roles.

Whilst applicants for the higher-paid Driver and Engineering roles have predominantly been male. We have been exploring apprenticeships and initiatives that will

challenge and break down gender stereotypes to better promote these opportunities to female applicants, internally and externally.

We would like to take a moment to acknowledge that we believe there is no such thing as a male or female role and that every individual should have equal opportunity to pursue their chosen career paths, regardless of gender. We are confident that, by working together, we can continue to make positive changes and close the Gender Pay Gap for good.

**Ivan Trevor**  
Managing Director,  
Flogas Britain

**Sonia Morgan**  
People Director,  
Flogas Britain



\*Source: Office for National Statistics



## About the Gender Pay Gap

From April 2017, all UK organisations that employ in excess of 250 employees are required by law to report annually on their Gender Pay Gap. The Gender Pay Gap is defined as the difference in the average earnings of men and women over a standard period of time, regardless of their role or seniority.

## What's included

Hourly pay includes basic pay, car allowances, shift pay, on-call and standby allowances, payments for overtime, redundancy and sales commission.

Employees on family or sick leave are excluded.

## Where we report

We report our data to the Government and publish it on our website [www.flogas.co.uk](http://www.flogas.co.uk).

## Our ambition

Our ambition remains to be an employer of choice, attracting and retaining a truly diverse range of talented colleagues who are motivated and engaged. We have focused our efforts over the last 12 months on the continued development of our people processes, including attraction, onboarding, learning & development and reward, to maintain our positive position in relation to Gender Pay, and to support all our colleagues to achieve their full potential.

## About our pay gap

This reporting year has been one of unprecedented circumstances for Logistics businesses, customers, and colleagues alike as we were directly impacted by the National Driver shortages and rise in fuel costs.

The population covered by the report is 1,070 colleagues:






19%  
female



81%  
male

## Our report

	2021	2022
 <b>MEAN</b> 	-0.4%	3.4%
 <b>MEDIAN</b>	1.7%	3.0%

## Mean Gender Bonus Gap

6.0%

On average, men earn more than women

## Median Gender Bonus Gap

0.0%

On average, women earn the same as men.



82%

of women received a bonus



75%

of men received a bonus



It is our responsibility as a company to provide a supportive and inclusive work environment where all colleagues have the chance to succeed, regardless of their gender.

Since the last report, we have not seen a significant change in the ratio of male to female colleagues, this continues to be driven by the large volume of roles being in professions which continue to be male dominated across the sector, such as drivers, engineers, technicians, and yard-hands. These roles make up c65% of our colleague base and are roles where we're typically challenged to attract women.

Our overall Gender Pay Gap of 3.4% has slightly increased for men along with our median gender pay gap which has increased from 1.7% to 3.0%.

For the purposes of this reporting period, it's important to set context on the changes to base pay and bonuses frameworks. The recruitment market for drivers has been extremely competitive with unprecedented increases in pay and benefits nationally. In October 2021 we decided to apply hourly pay increases to our driver population to reduce attrition. As a result, we awarded an increase of 4% in hourly pay for drivers of which this role is predominantly occupied by males.

In response to the driver shortage, we also implemented a driver sign-on and a driver retention bonus, to attract and retain drivers which has also contributed to a slight shift in the bonus gap.

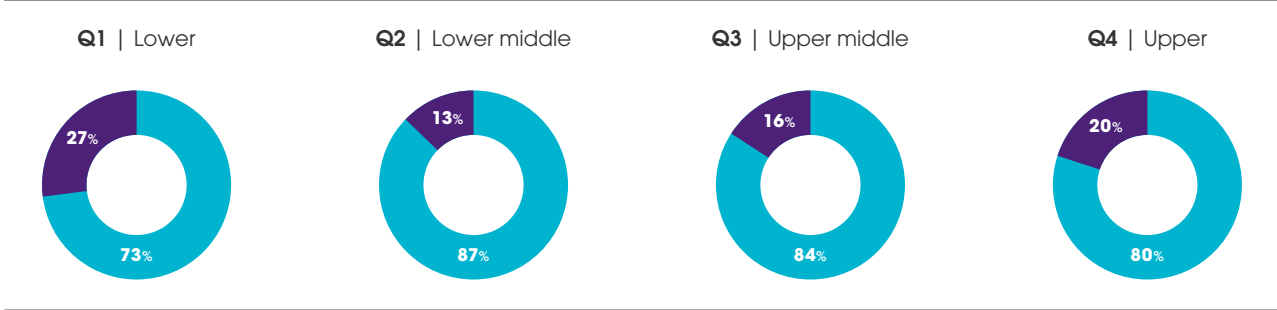
We have a number of different bonus schemes across the organisation, which reward performance aligned to business outcomes. We remain committed to trying

to close the gap and we can report all colleagues now benefit from the success of the business performance by receiving a bonus for their contribution to its success. We are confident that women and men are treated equally where their roles are the same and similar levels, in terms of application of our bonus schemes.

**Our pay quartiles: 2022**

The table below illustrates the gender distribution at Flogas across four equally sized quartiles ranked from lowest hourly rate to the highest hourly rate. Each quartile represents 1/4th of the total workforce and their "mean" actual pay as it stood in April 2022.

Since the last report, we have seen a further 3% increase in the proportion of females in our lowest paid quartile. This continues to be attributed to the increase in the number of roles in our administrative/support/ service functions, which typically attract more women than men.



 We are committed to ensuring that our people practices continue to focus on attracting, developing, and retaining a diverse range of talent, to support an inclusive workplace.

Sonia Morgan, People Director, Flogas Britain




## Progress

We are committed to ensuring that our people practices continue to focus on attracting, developing, and retaining a diverse range of talent, to support an inclusive workplace.

Over this reporting period, we have seen the benefits of adopting hybrid and flexible working and have embedded these arrangements as part of our employee value proposition. This ensures our colleagues are supported with resources focused on maintaining their health and wellbeing whilst also achieving high performance and enabling us to serve our customers.

We have launched a digital learning offering across a large part of our business, with plans to continue this roll out for all colleagues – making business and personal development accessible, alongside supporting sustainable careers. We continue to invest in building people leader capability through various offerings and ensuring cohorts have a key focus of representation.

We launched our Living our Values Everyday program to ensure every colleague has the opportunity to recognise the contributions and efforts of others, as well as promoting the importance of our annual all colleague engagement survey, to invite feedback and ensure we are listening to and responding to the views of our people to shape our future strategies and priorities.

 I am confident that, by working together, we can continue to make positive changes and close the Gender Pay Gap for good.

Ivan Trevor, Managing Director, Flogas Britain

## So, what next?

We recognise the benefits of a diverse and inclusive workplace, for our colleagues and for our customers. We will continue to focus on supporting our colleagues through the development of our people practices, including:

- Continue to review our policies, procedures, and processes – taking every opportunity to ensure diversity and inclusion by design.
- Building on the work done so far in respect of consistent reward frameworks, ensuring equitable pay and reward, regardless of gender – underpinned by pay principles and job sizing.
- Actively supporting the talent and succession planning of our diverse colleagues.
- Continuing to deliver Management and Leadership programs to support high performance and cultural development.
- Continuing to work with our talent acquisition partners to increase diversity in under-represented internally and externally functions and ensure we are an employer of choice.
- Engaging our senior leaders to create and embed stronger accountability for gender diversity.





Flogas Britain Ltd

Rayns Way, Watermead  
Business Park,  
Syston, Leicester LE7 1PF

