

OUR 2023 GENDER PAY GAP REPORT

Lineside Logistics (Southern) Ltd as an employer is required to publish an annual gender pay gap report. The gender pay gap is the difference between men's average hourly pay and women's average hourly pay, companywide.

Our gender pay gap as at 5 April 2023 is below:

Our mean gender pay gap is 9.83% in favour of men. This is the difference between men's average hourly pay and women's average hourly pay by combining all salaries within the Company.

Our median gender pay gap is 2.56% in favour of women. This is the difference between the middle hourly pay of all men and the middle hourly pay of all women.

The proportion of employees who received a bonus was 2.15% for males and 20% for females, with mean bonus pay gap being 95.63 in favour of men, and the modal bonus pay gap was equal for both men and women.

Men and women's salaries were listed from highest to lowest and divided into four equal parts for higher and lower salaries. Our proportion of men and women in each pay quartile is:

	Males	Females
Upper quartile	100%	0%
Upper middle quartile	91.8%	8.2%
Lower middle quartile	96.7%	3.3%
Lower quartile	96.7%	3.3%

Explanations of Gap

Our analysis shows that the main factor driving our gap is that we have a lower proportion of women in machinery operating roles compared to men. Our business is heavily skilled and labour intensive, the consequences of which being that we do not attract the quantity of women applying for these operating roles.

We are committed to equal pay for all team members and we carry out regular pay and benefit audits to determine pay grades for job roles to ensure a fair structure.

I confirm the data reported is accurate.

Antoinette Carter
Managing Director