

Oakland International - Gender Pay Gap Report 2021

Introduction

This year sees the second report since the Covid-19 pandemic and the constantly changing economy. Since the last report Oakland International has seen significant growth, increasing headcount by 49%. This has increased the number of female employees in the business by 54% over the previous year. Despite these successes we have unfortunately seen an increase in our mean gender pay gap.

Pay & Bonus



	Mean	Median
Pay Gap	13%	10%
Bonus Gap	32%	0%

What does this mean?

This means that our gender pay gap is now 13% in favour men. This is a significant swing for the business, but we have seen a huge increase in headcount since our last snapshot date. We have grown by 49% which has been predominantly in Warehouse and Line Operative roles. We have had some success in attracting female employees to Line Operative roles but are still seeing a challenge in attracting females to Warehouse Operative roles.

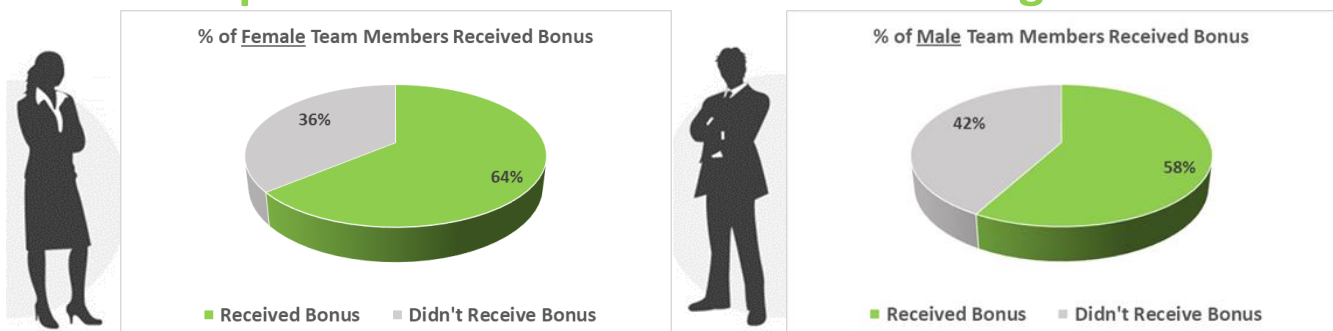
Well over **70%** of our workforce is made up of the above two roles alone:

- Warehouse Operatives: Males = 89% vs Females = 11%
- Line Operatives: Males = 55% vs 45% Females

If we take both roles and work out the Gender Pay Gap between these roles the results are:

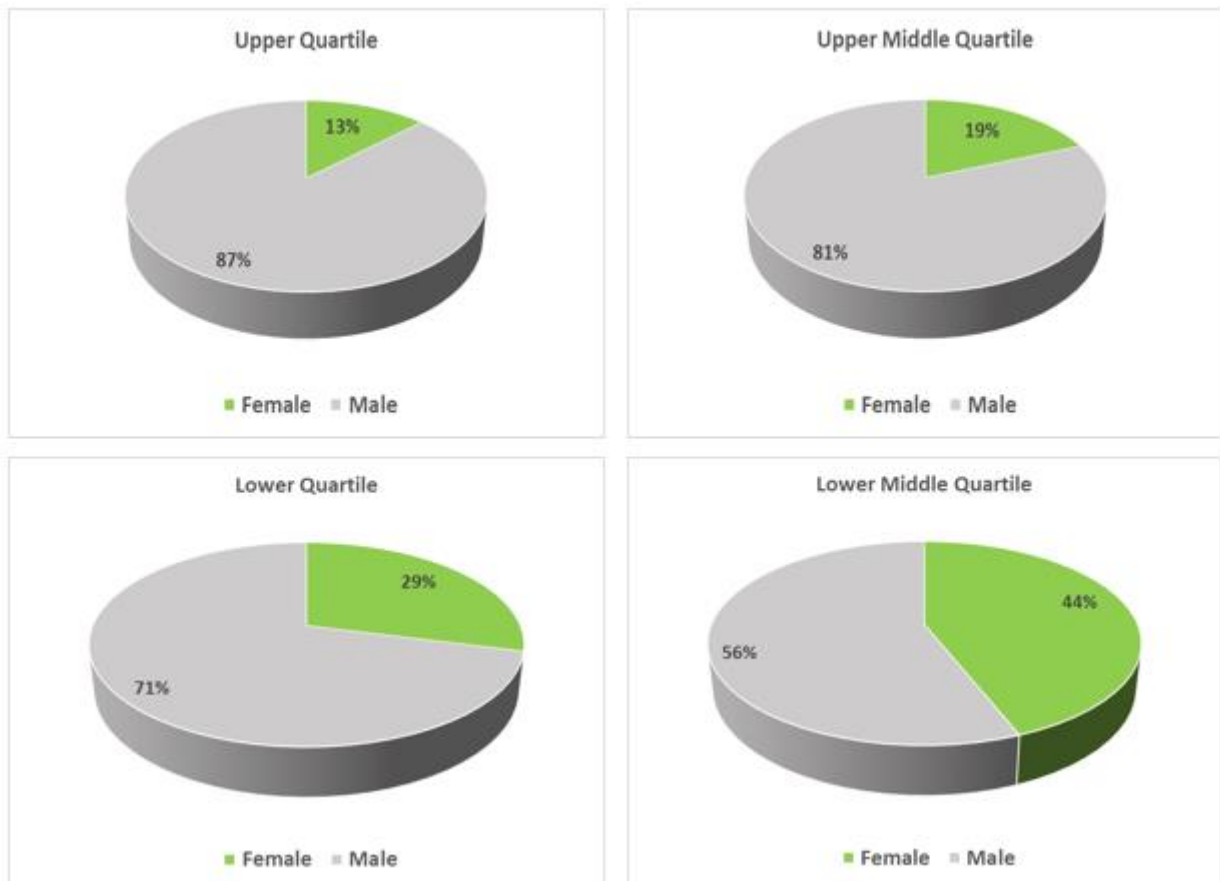
- Warehouse Operative: **0.46%** in favour of females.
- Line Operatives: **0.43%** in favour of males.

Proportion of Team Members Receiving a Bonus



In terms of bonuses, the gap shows a mean of 32% higher for men which is much lower than last year. The business paid a bonus to all eligible employees for their commitment during the pandemic. This can be seen from the significant increase in bonus payments (below). However, the bonus gap is due to Warehouse Operatives being paid a picking incentive bonus and these roles are predominantly men. This was further distorted as again there was a reduction in traditional bonuses, which is where females normally perform well due to the number of females in our admin and management functions.

Pay Quartiles



What does it mean?

The above charts demonstrate that across the business we have a larger proportion of males across all quartiles, with our male/female demographic being 73% male and 27% female. Historically we have seen a larger proportion of females in our upper and upper middle quartiles. We have recruited significantly more female employees during the period but also a large number of men. Despite our percentage of female workers increasing the male vs. female ratio remains largely similar to previous years.

Oakland International is committed to family values and we are focused on ensuring all team members are treated equally regardless of any irrelevant factor. We regularly monitor our pay rates and bonus payments along with a variety of other factors to ensure we remain fair and equal to all. We will continue with this focus as we strive to enhance the remuneration to all our team members during these volatile times. We will work hard on decreasing the pay gap this report has highlighted.

I can confirm that the data used in this report is accurate.



Cory Winstanley, HR Director