

# Challenge-trg Group

## Challenge-trg Gender Pay Gap Report 2019

Challenge-trg operates within the Training & Logistics Sector essentially supplying qualified drivers and warehouse staff to a number of its major clients. The majority of drivers within Challenge-trg hold a HGV class 1 and or 2 license. Challenge-trg offers life-long learning opportunities through its training arm Phoenix Training Services.

It is recognised that there is a national shortage of qualified drivers within the logistics sector and a major under representation of women; this is down to:

- Unsociable driving hours
- Manual handling of cages, many major clients continue to use manual labour as a means of loading/unloading cages as the cost of automation is too costly an investment.

The representation of men and women in our business is as follows:



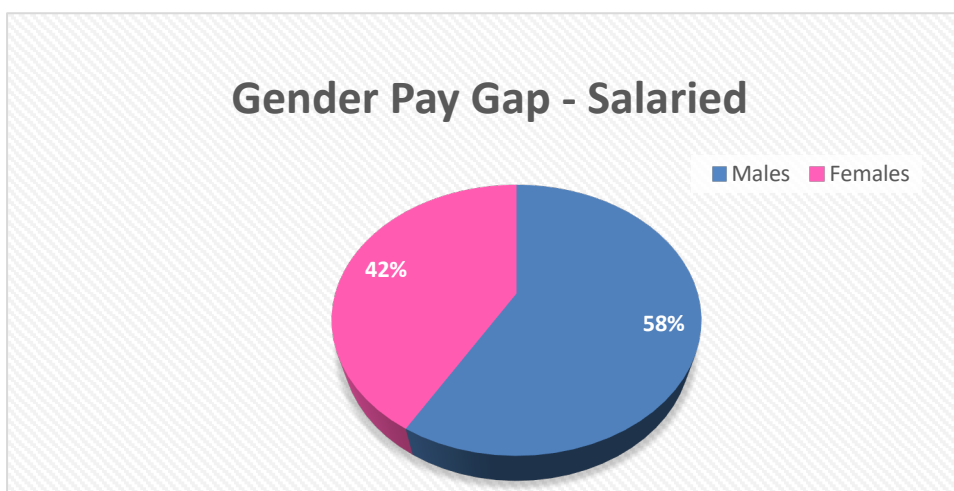
Due to our equality and diversity policies in place, we are pleased to report there is no equal pay gap amongst similar roles, but due to the under representation of Women within our business, there is a gender pay gap, which is as follows:

The representation of Men and Women in our Head Office/Operations is as follows:



### Pay Gap Head Office/Operations – Salaried

The difference between men and women



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On a mean average, Men earn 41% more than Women, with the Median average being 15% which shows an increase in last year's figures, this is down to a number of important factors:

- Merge of the business via acquisition to form Challenge-trg
- Division of Office locations North and South, The business recognises the cost of living is substantially higher in the South.
- Men occupy more of our senior roles proportionally in line with the ratio of Men vs Women in our Operational Business

## Pay Gap Head Office/Operations – Salaried – Quarterly Bonus

The following breakdown of Bonus has been paid:



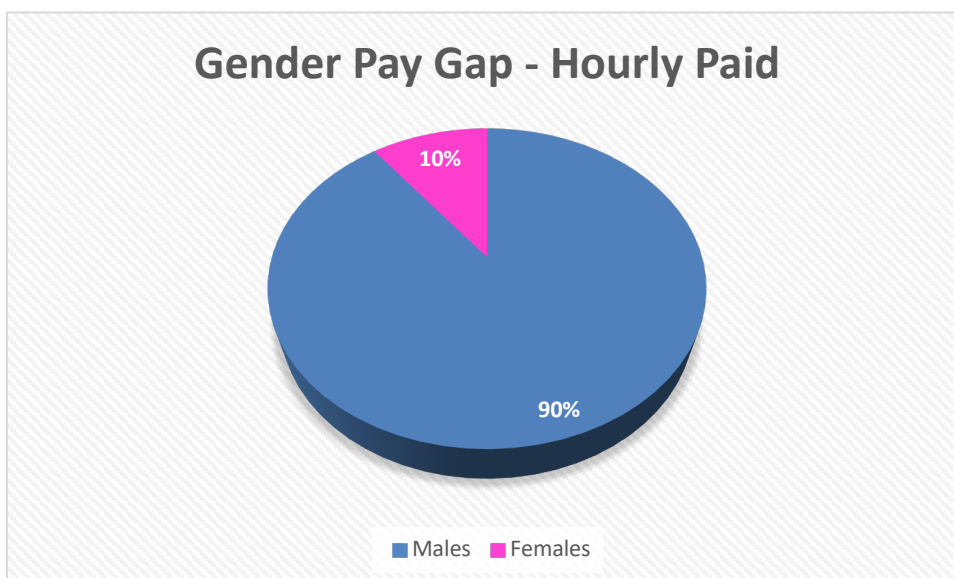
## Employees/Drivers – Hourly Paid

The representation of Men and Women in driving/warehouse roles is as follows:



## Pay Gap driving/warehouse

The difference between men and women

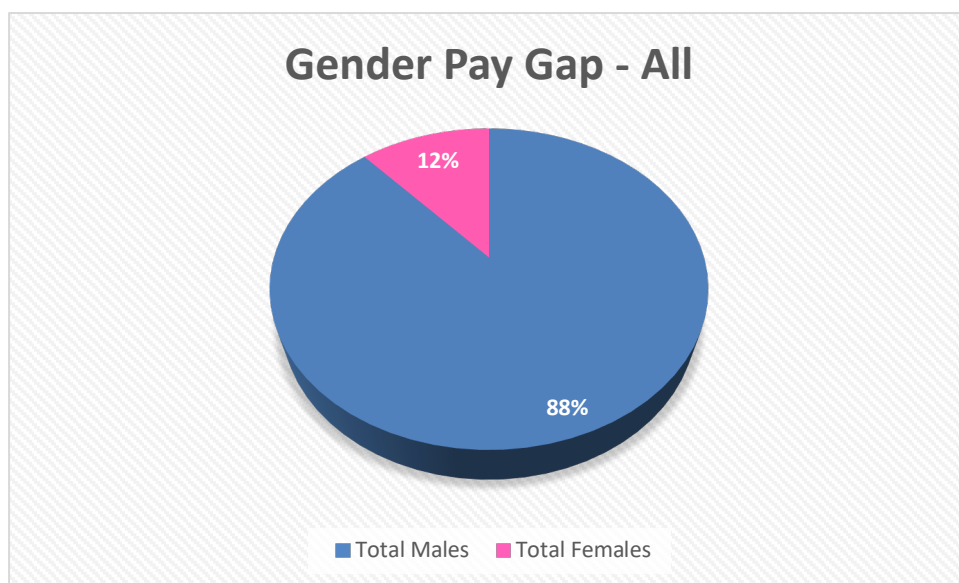


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Using a mean average, Women earn 31.21% less than men due to women mainly undertaking drivers mates/warehouse and admin roles whereas men are mainly undertaking driving roles which attracts a higher rate of pay.

Using a median average, Women earn 36.51% less for the reasons indicated above.

Across the entire business using a mean average, men earn 36.80% more than women which is a significant increase upon last year's 9.5%, however this is due to all the reasons stated above in relation to the acquisition to form Challenge-trg.



I confirm the data reported is accurate.

*J A Davies*

James Davies  
Group Director of HR