

Gender Pay Gap Report 2020



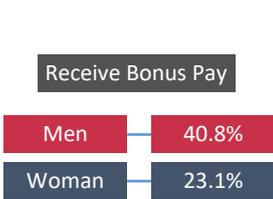
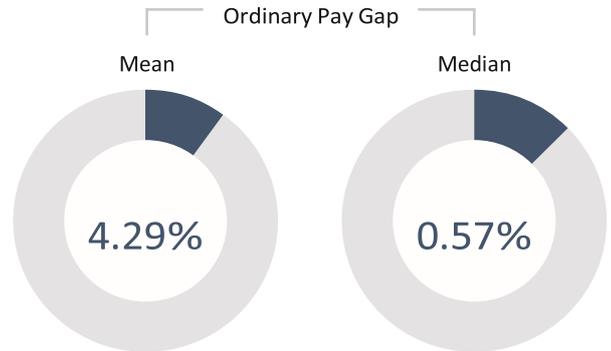
ATL is a 3pl logistics company providing warehousing and distribution solutions to its customers in the UK.

ATL is a fast growing company, increasing its employment levels significantly within Derby and Carlisle over recent years. As well as increasing its customer portfolio ATL takes pride in becoming an employer of choice.

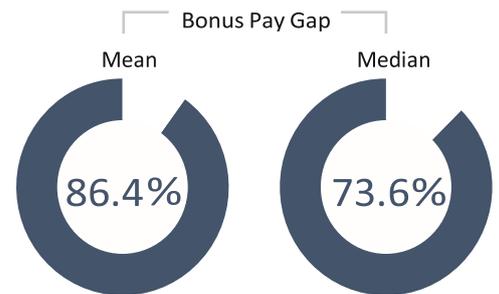
ATL ensure that their employees are paid fairly for the role they are employed for and their performance in that role. ATL maintain an equality policy ensuring men and women performing equal work receive equal pay. ATL continue to review its policies to close the gap on any gender imbalance within the business and we are pleased with the progress and low percentiles with our pay gap.

ATL are committed to and continually explore ways to reduce the gender gap further by ensuring our policies and business strategy is to employ the best candidates for job roles within the business regardless of their gender or other factors covered by the Equality Act.

With the logistics sector being a very male dominated workforce especially with the blue collar workforce the trend is evidencing that there are some very positive changes in regards to gender stereotypes, however there is still a lot of work to be done to support this change within the industry.



Bonus Payments - Bonus pay identifies a pay gap however we understand that this is due to an introduction of HGV driver incentives with an aim to reduce infringements and excel at our transport compliance. With HGV drivers again being a male dominated workforce the bonus parity is heavily affected this data. This incentive scheme has since been aborted due to various reasons which means going forwards this will bring the bonus pay gap back in line when analysed again.



Pay Quartiles

The proportion of male and female employees are split into quartile bands based on their Ordinary Pay.

There is evidence to show that office based roles within the business both at management level and administration level have a larger percentage of female employees while HGV driver and warehouse operatives continue to show lower levels of interest from female candidates.

Despite our business sector having this male dominance our analysis shows that our gender pay gap is healthy and showing a continuous positive direction towards both gender and equality.

