



**Gender Pay Gap
Report 2017**

Gender Pay Gap Reporting 2017

From 2017 onward, employers with 250 or more employees are required by the government to publish data on their gender pay gap in six different ways; the mean and median gender pay gap, the mean and median gender bonus gap, the proportion of men and women receiving a bonus and the proportion of men and women by quartile pay bands.

In order to understand our data some context about Addison Lee may help. We began in 1975 as a family run London car service firm. Since then we have expanded to become an international ground transportation business. Today we offer our service in over 80 locations worldwide and transport over 10 million passengers each year in London alone.

It will come as no surprise that, in common with many in the transport industry, we employ a predominantly male employee population. Given that 70% of our population is male, it is also the case that male employees outnumber females at every level within the organisation.

Almost 40% of our female employee population are in the lower quartile, with less than 25% in the upper quartile. Given these factors, the profile of our population has an impact on the gender pay gap.

Male employees outnumber females at the higher levels, at the snapshot date we employed zero females at Director level. Over the last 12 months we have been working towards addressing our gender pay gap and the picture is changing. We have employed a female Chief Operations Officer, changing the make-up of a previously all male Director population.

We are committed to addressing the gender pay gap and have already prioritised initiatives to help us bring about change. We have an executive coach working specifically with women in leadership and management roles to help them enhance their contributions and excel within the organisation. We have introduced a variety of approaches around flexible working; our Addison Lee Academy provides an innovative online learning and development platform available to all

Addison Lee employees. We have introduced shared parental leave which means that colleagues can be flexible about the way they choose to care for their baby.

We have made and continue to make progress but there is a great deal more to do. We are building a long-term future for our business around a value based culture that is respectful and inclusive. We are confident that in the coming years we will not just close the gender pay gap but make Addison Lee a diverse and inclusive business where colleagues can be their whole selves and produce great, meaningful work.

I confirm that our data has been calculated according to the requirements of The Equality Act 2010 (Gender Pay Gap Information) Regulations 2017.

Mat Davies
HR Director



Addison Lee data includes data for Tristar Ltd employees. Addison Lee acquired Tristar in 2016, and now effectively operate as one company.

For the purposes of gender pay gap reporting, our data is for 520 relevant full pay employees.

When looking at our bonus pay gap it is important to consider:

- **composition** - our employee population is heavily male weighted, with a 70:30 split
- **bonus eligibility** - is dependent on several factors such as start date, performance, completion of probation
- **pro-ration** – there are significantly more female part-time employees; with 67% in the relevant population being female

Gender Pay Gap

The **mean pay** for men is **18.04%** higher than that of women

18.04%

The **median pay** for men is **11.37%** higher than that of women

11.37%

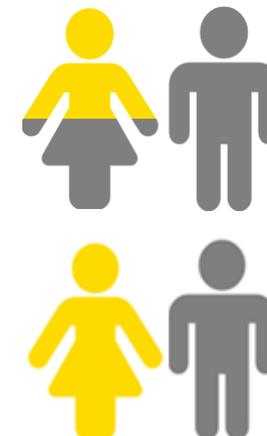


Gender Bonus Gap

The **mean bonus** pay for men is **59.86%** higher than that of women

59.86%

100%



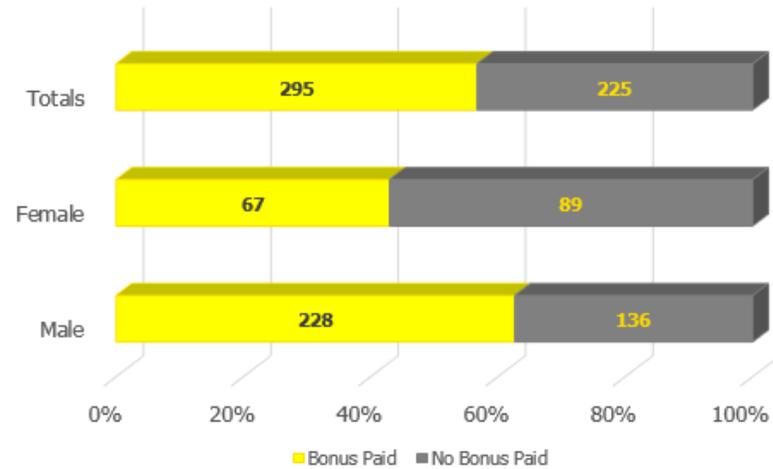
The **median bonus** pay for men is **100%** higher than that of women



Proportion Of Males & Females Receiving A Bonus

295 employees received a bonus payment, this represents 56.73% of the employee population.

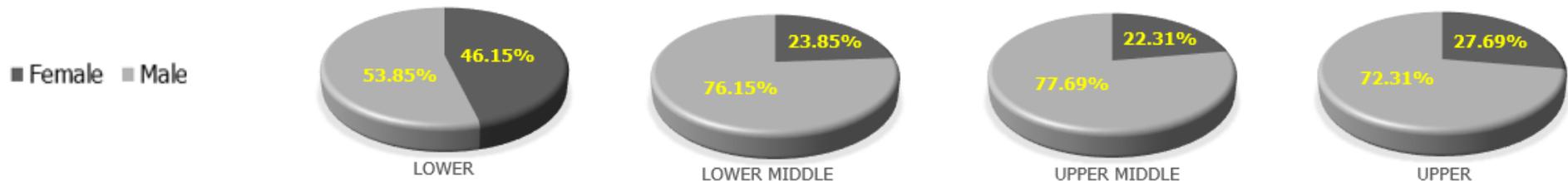
62.64% of males received a bonus payment, and 42.95% of females received a bonus payment.



Proportion Of Males & Females In Each Quartile

There are a greater proportion of males across all quartiles, this is representative of the overall makeup of the employee population.

Almost 60% of the female population are in the lower two quartiles.





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