



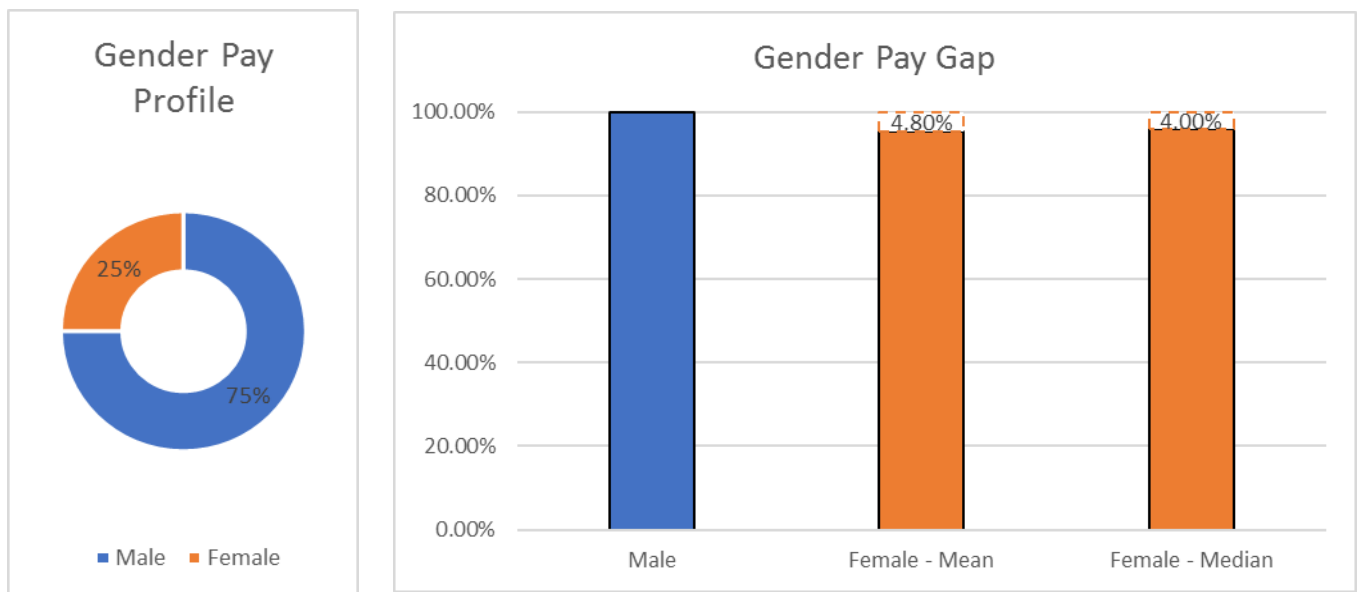
## Yusen Logistics (UK) Ltd Gender Pay Gap Report 2017/2018

Gender Pay Gap legislation was introduced in April 2017 and requires all employers of 250 or more employees to publish their gender pay gap as of 5 April 2017.

The gender pay gap is the difference between the average earnings of men and women, expressed relative to men's earnings.

### Gender Pay Gap Figures

The gender pay gap is defined as the difference between the mean or median hourly rate of pay that male and female colleagues receive.



The **mean** pay gap is the difference between average hourly earnings for men and women.

The results show a variance of **4.80%**

The **median** pay gap is the difference between the midpoints in the ranges of hourly earnings of men and women. It takes all the salaries used in the sample, lines them up in order from lowest to highest, and picks the middle-most salary.

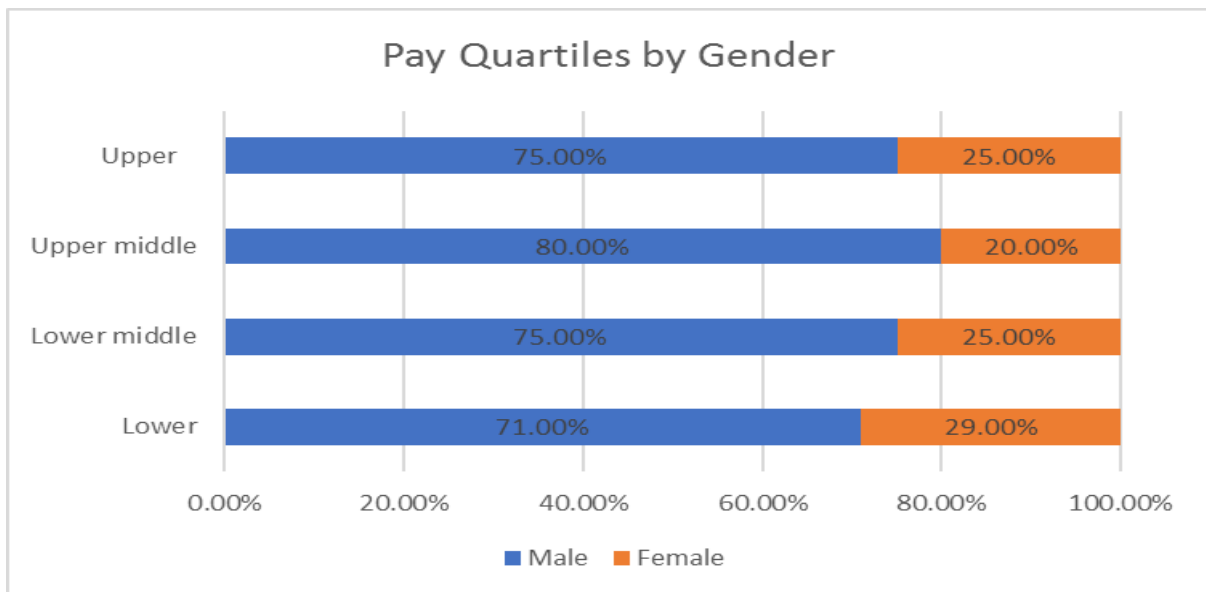
The results show a variance of **4.00%**



## Yusen Logistics (UK) Ltd Gender Pay Gap Report 2017/2018

### Proportion of male and female colleagues in each pay quartile

This chart shows the gender split when we order hourly rate of pay from highest to lowest and group into four quartiles.



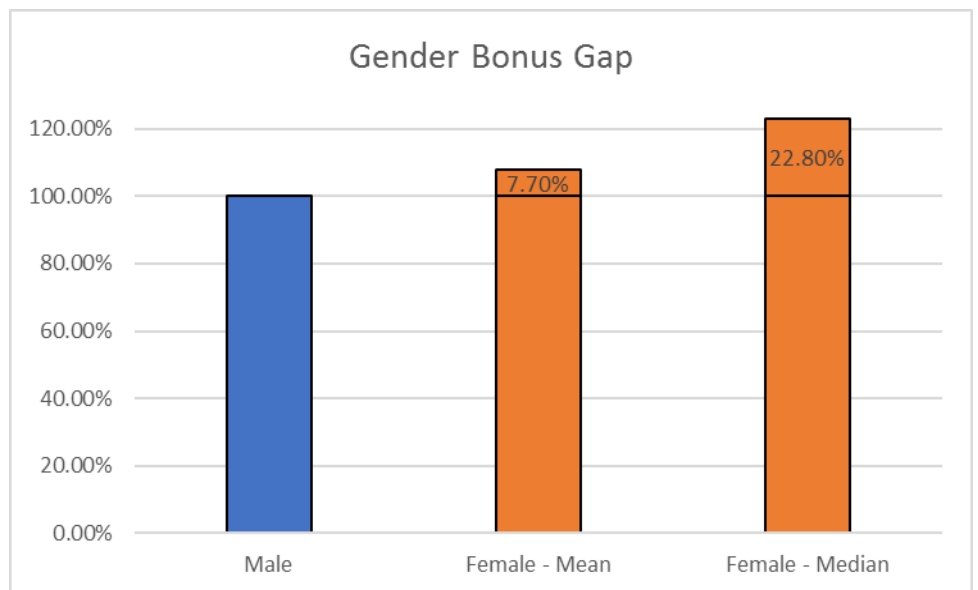
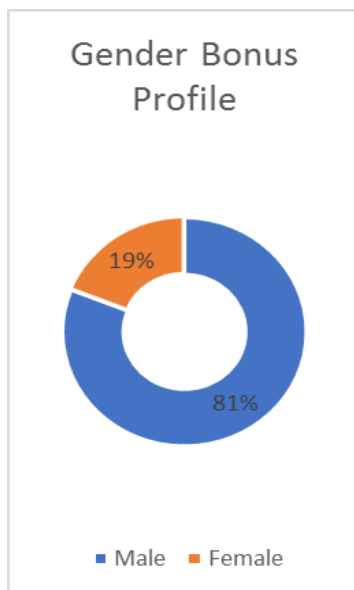
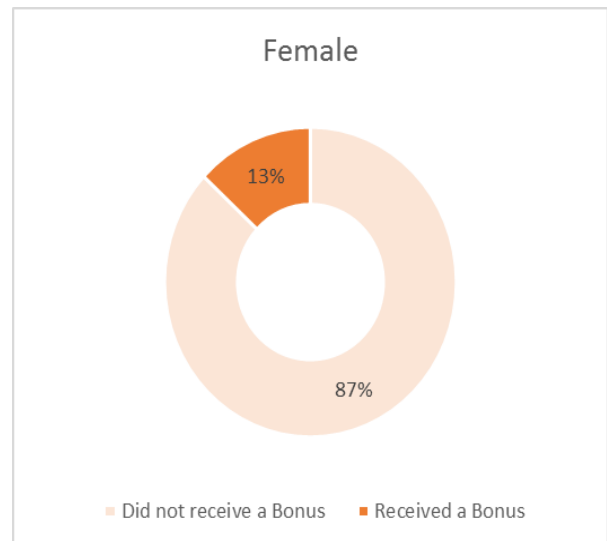
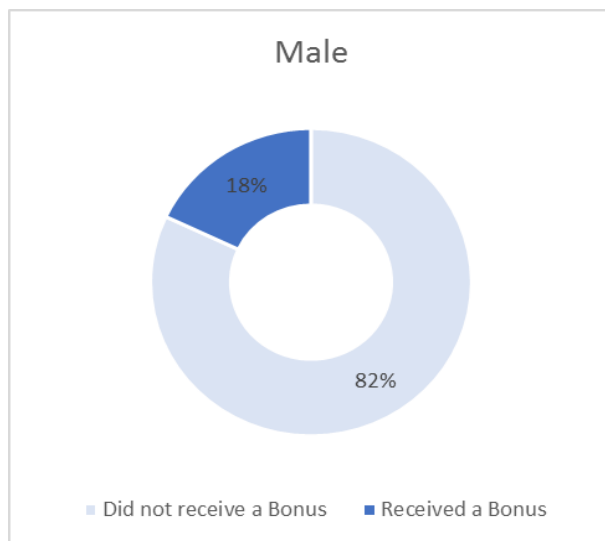
The results demonstrate that within each quartile the balance of men and women is relatively even.



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### Gender Bonus Gap Figures

Proportion of colleagues awarded a bonus payment



Proportionately women receive higher bonuses than men.