

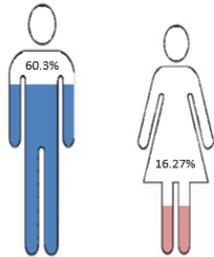
**GENDER PAY GAP**

Turners operates within the Transport & Distribution Sector, where historically this has been dominated by men. The percentage of women employed in the transport sector in the UK makes up nearly 21% of the workforce<sup>1</sup>. Turners' proportion of males and females are 87% and 13% respectively.

It has been difficult to redress this balance within the HGV Driver demographics of our workforce, largely due to social factors such as lone working, long hours and spending nights out in the vehicle. HGV Drivers make up 56% of our workforce, of which 1.5% are female. The remaining 44% of the workforce is made up of Management and Admin, HGV Fitters and Warehouse/Production Operatives, of which females make up 28% of the demographics.

The gender pay gap is not caused by unequal pay. Equal pay, ensures that males and females are paid the same for carrying out the same work, or work of equal value. Due to the industry we operate within there are numerous different contracts all with a variety of terms and conditions designed to meet the needs of our different divisions, legal regulations [TUPE] and customers. Despite this, Turners ensure males and females in the same employment, performing work of equal value receive equal pay.

**BONUS**



This is the proportion of employees receiving a bonus. The bonus gap will vary year to year due to the link between individuals' performances and the business as a whole.

Management and a high proportion of HGV drivers are eligible for productivity/performance payments and safe and efficient driving bonuses. 98.5% of

Turners HGV drivers are men, therefore this influenced the gender bonus gap significantly. The mean average male bonus pay is 79.8% higher than females and the median average male bonus pay is 100% higher than females.

**FUTURE**

Turners have seen a marginal increase in the number of women employed compared to previous years and we continue to work on initiatives to address the imbalance of women in the workplace. Traditionally it is hard to recruit HGV Drivers, let alone female drivers. We have introduced flexible and part-time working practices and flexible shift patterns, a new apprenticeship scheme is now in place and with our work with local schools and colleges it is our hope to redress this balance.

For and on behalf of

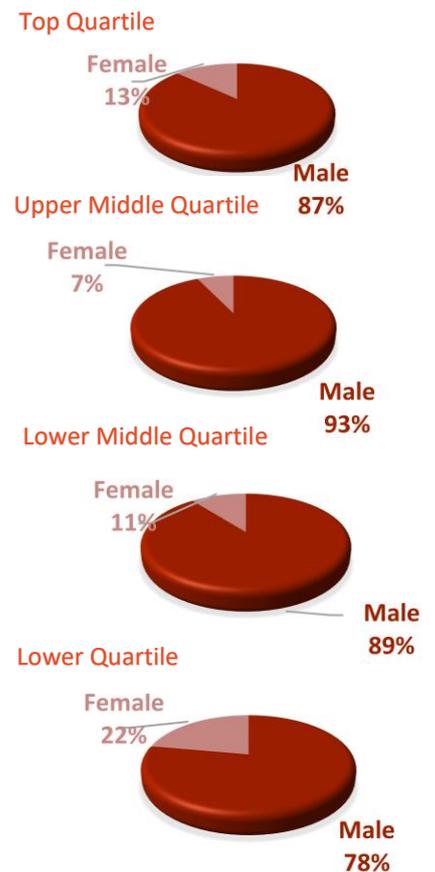
HR Officer  
Turners (Soham) Ltd



**Our Gender Pay**

|                           |                             |
|---------------------------|-----------------------------|
| <b>14.7%</b>              | <b>7.1%</b>                 |
| Mean Gender Pay Gap       | Median Gender Pay Gap       |
| <b>79.8%</b>              | <b>100%</b>                 |
| Mean Gender Bonus Pay Gap | Median Gender Bonus Pay Gap |

**Proportion of males and females in each pay quartile**



We confirm that the data reported is accurate and in accordance with The Equality Act 2010 (Gender Pay Gap Information) Regulations 2017.

<sup>1</sup> Eurostat Labour Force Survey