



# Gender Pay Report 2018.

# A message from your CEO.



## As CEO, having an environment of fairness and equality at Pattonair is high on my agenda.

Due to this, I welcome the government's initiative for companies to publish their Gender pay gaps as it's a positive step towards reducing the gender pay gap.

After analysing our pay, we have identified that we have a gender pay gap within our organisation. The main driver for this gap is the proportion of females in senior roles compared to males, which is traditionally typical of our industry, and is not driven by pay inequality. It is my aim to push our companies ambition to create an inclusive culture, bringing gender balance into our workforce. Whilst we are making progress already, the report shows that there is still work to do in this area.

This will take time, but I believe that this can be achieved through our recruitment initiatives and talent development that attracts and develops a diverse workforce, whilst supporting career progression throughout the business. I can confirm that our data has been calculated according to the requirements of the Equality Act 2010 (Gender Pay Gap Information) Regulations 2017.

– Wayne

# A message from your HR Director.



Diversity and inclusion at Pattonair is important not only as it is the right thing to do, but primarily, creating a diverse organisation is crucial to help us achieve our growth ambitions and critical to our long-term success.

**As HR Director, my ambition is to create an inclusive environment that allows our employees to make a difference regardless of their gender or background.**

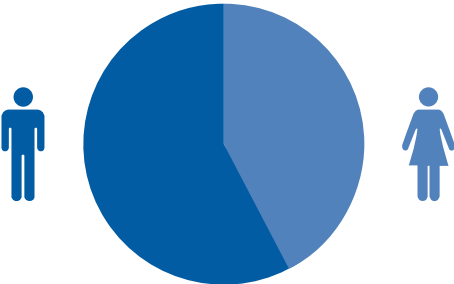
I believe that we have already made great progress and we have seen several females being recruited into some of our key leadership roles. We have also supported a number of female employees to successfully gain technical qualifications to support their growth. I am proud of what Pattonair has achieved so far and look forward to some of the exciting work ahead.

– Louise

# The Data.

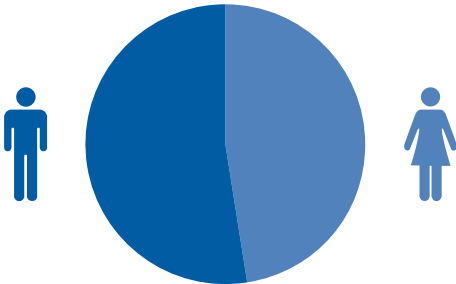
## Pay between Men & Women Mean & Median Hourly Rates.

Mean Gender Hourly Rate gap



24.3% Gap

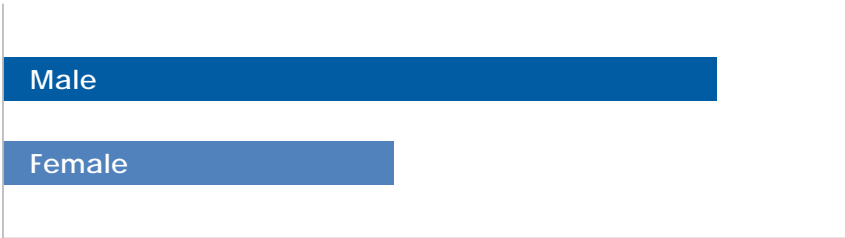
Median Gender Hourly Rate Gap



7% Gap

## Mean & median gender bonus gap.

Mean Gender Bonus Gap



45.3% Gap

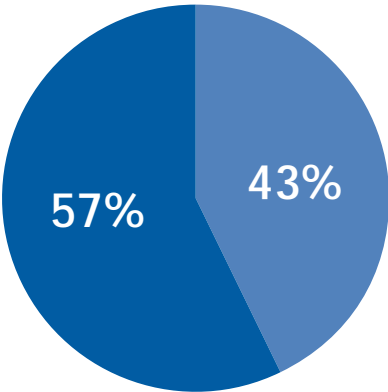
Median Gender Bonus Gap



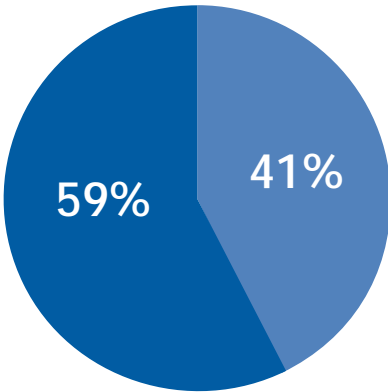
-50% Gap

# Who received a bonus?

Females receiving bonus



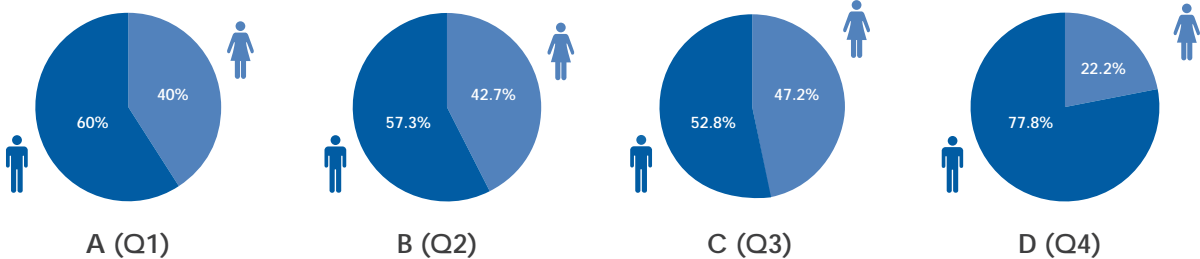
Males receiving bonus



● Received Bonus ● No Bonus

# Proportion of men and women employees in each quartile of the total pay distribution.

Gender Distribution by Pay Quartiles



These quartiles represent the pay rates from the lowest to the highest for our UK employees split into four equal sized groups, with the percentage of men and women in each quartile.

# Case Study.

## Malgorzata Kurlej – Quality Engineer

“I joined Pattonair back in 2010 as a team member when I relocated up to Derby. I took the role without any intention of pursuing a career in the industry but 7 years on I am delighted to be sharing my story on how I have developed and progressed here at Pattonair.

During my time in the team member role I became very interested in the work that the quality inspectors were doing as I felt that it was something that suited my natural skillsets and I would enjoy. After discussions with my managers, I spent a month training to do the role and then was offered the role. That was the beginning of my career within the Quality function where I have progressed to be a Quality Technician and then on to the Quality Engineer role that I am in now.

When I applied for the Quality Engineer role I was 8 months pregnant, so I wasn't expecting to be offered the role but I was keen to express an interest. I was delighted to be told that I was successful and that when I returned from maternity leave I would be in the Quality Engineer role. Returning after 11 months leave and going into a brand new role might sound a bit daunting but I had full support from my managers and the rest of the team to ensure that I settled in well.

In addition to the on-job development opportunities, Pattonair has also supported me to gain my NVQ in Business Improvement Techniques and now my CQI level 5 Quality Management qualification. It is great to be given the opportunities to help me further develop my career.

Overall I am proud of what I have achieved so far and look forward to continuing to grow with the support from the business.”





# Case Study.

## **Bhu Harris – Global Functional Lead**

“I started at Pattonair 13 years ago as a Demand Analyst in the Inventory department. I think the most beneficial and enjoyable experience I have had here is the opportunity to move around the company and work in various departments. This not only enables to build a network of support across the business but also gives you an overall experience of the business and its processes.

Since joining, I have moved onto to work in projects in the Purchasing Department, helped in the warehouse, managed teams across UK sites as Customer Accounts Manager, moved onto standardise processes across the group as a Group Inventory Manager and am now working in the central value stream as a group functional lead for supply chain driving process improvement.

Training at Pattonair has been instrumental in my career progression. In the 13 years I have been here I have done a Certificate and Diploma in Operations management, completed two internal training programmes and am just finishing my masters in Logistics and Supply Chain management. More recently the company has sponsored me to complete an Exec Masters in Supply Logistics Management to help me develop further.

I have enjoyed my journey at Pattonair throughout the years and continue to look forward to challenges that come as the company grows.”

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## What we have done so far.

- Our grading and benchmarking process ensures consistency of like for like and similar roles.
- 66% of our 2017 interns brought into the business were female
- We have recruited females into several key senior roles over recent years, including Head of Quality and HR Director

## What we are planning.

- We are in the process of implementing a new HR system that will provide us with better analytics to identify key focus areas.
  - We are working with our managers to identify talent and support their development and career progression.
  - We will continue to explore ways of attracting females into our industry through our enhanced recruitment processes.
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