



DESTINED TO DELIVER



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Like many Road Transport businesses, Fagan & Whalley Ltd started off with a horse and cart employed on small deliveries around our local villages.

That was in 1927. Today, six family generations and nearly nine decades in business later, we retain all of the determination, spirit and drive that our founders had on their very first day.

Now, we pride ourselves on being a truly modern logistics provider, offering a first class service with the highest quality equipment.

However, for us there has to be more, because what gives Fagan & Whalley Ltd its true spark is our people; and our ability to listen to precise customer needs, our understanding of what is required and our skill to respond with efficiency, friendliness and genuine care.

We are proud of our heritage, and build relationships based on our core values – that's the road we choose to follow.

TRANSPORT
DISTRIBUTION
WAREHOUSING
TRAINING
MAINTENANCE



Employee Communication: Gender Pay Gap Reporting

We are an employer required by law to carry out Gender Pay Reporting under the Equality Act 2010 (Gender Pay Information) Regulations 2017.

This involves carrying out six calculations that show the difference between the average earnings of men and women in our Company; it will not involve publishing individual employee's data.

We are required to publish the results on our own website and a government website. We will do this within one calendar year of April 5th 2019.

We can use these results to assess:

- The levels of gender equality in our workplace
- The balance of male and female employees at various levels
- How effectively talent is being maximised and rewarded

Gender Pay Reporting requires our Company to make calculations based on employee gender. We will establish this by using our existing HR and payroll records. All employees can confirm and update their records if they choose by contacting Laura Etherington or Laura Haworth on **01282 505550** or **HR@faganwhalley.co.uk**.

We appoint people to roles based on merit regardless of age, race, gender, marital status, sexual orientation, disability or religion and belief.

We value the contribution made by all our employees and are committed to creating a workplace environment where they want to stay, progress and develop their career with us, and we will continue to support all employees across all roles to reach their potential.

When calculating the difference in average earning, the gender pay gap takes into account all job roles, at all levels and salaries within our organisation.

This means the gender pay gap indicates the level of roles that women carry out in an organisation. The roles that women carry out can result from many different factors, such as historic trends of one gender dominating certain industries and types of jobs.



Our gender pay gap is 9.66% (Mean) and 6.44% (Median), we believe this to be a reflection that women are under represented in the general haulage/logistics industry, particularly within driving and management roles, and there is work to do to improve our gender representation across our business.

The challenge in our Company and across Great Britain is to eliminate any gender pay gap.

Further details about how we intend to tackle our gender pay gap include:

- Upskill and support managers
- Encourage and review career and talent development
- Introduce transparent salary & benefit packages for all new vacancies
- Utilise the Apprenticeship Levy to define the career opportunities available in the general haulage industry/logistics sector to attract more females into the industry.

We are committed to driving this change.

You can learn more about Gender Pay Reporting by visiting www.acas.org.uk/genderpay.



A handwritten signature in black ink, appearing to read "Ch" over "SF" with the date "18/3/18" written to the right.

Stephen Fagan
Commercial Director

The logo for Fagan & Whalley, featuring the company name in a stylized script font above the text "UK & EUROPEAN TRANSPORT".

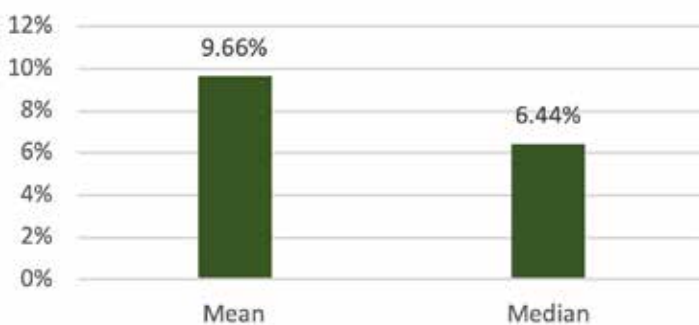




Gender Pay Gap Report 2018

The mean gender pay gap is calculated by comparing the difference in the average pay of all females and males as separate groups.

Average Gender Pay Gap



Proportion of Females / Males in each Quartile Pay Band

The tables below highlight that most females are represented in the lower and upper quartiles.

