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GARIC 

ON-DEMAND, ON-SITE, ON-TIME.

GENDER PAY GAP REPORT 2023



Introduction



Mark Albiston
CEO

We have maintained 25% female representation across our Leadership team.



Garick is a sustainable site welfare solutions provider in the UK that employs circa 270 employees, split across 5 locations in the UK.

Garick is actively engaged in a group wide programme (Project Compass) within the wider Bibby Line Group of companies to improve Inclusion and Diversity. We recognise as a growing business we have a responsibility to drive progress in this area. We continue to see women in a variety of roles across the business and increasing female representation is something we are committed to improving.

Like many other businesses in our sector, we struggle to recruit women into our operational roles and therefore our workforce is reflective of the nature of our business and the sectors we operate in. A significant proportion of our employees are in operational roles; depots, HGV drivers, fitters and production, and these roles are predominantly held by men, however we have seen improved representation throughout the year.

We are pleased to report, that since our previous Gender Pay Gap report, the number of females has increased to 20.3% (up from 18.8% PY) and by the end of 2022, the number of females was 21.2%; the highest proportion of women we have had to date and reflects favourable to the industry average (10.9%).

Females make up 16% of the upper pay quartile, an increase of 3% on the previous year and 14% of the upper middle quartiles, a decrease of 5% on the previous year. The largest representation is still seen in the lower quartile of 28% (29%PY), however we have seen an increase of 8% (23% 2022, 15%PY) in the lower middle quartile. This is representational of the fact that women make up a significant proportion of the administrative roles across the business, which are generally lower paid roles.

Over the last 12 months, we have continued to actively promote and support our female employees across the business. We continue to embrace a flexible approach to working across a number of roles in the business, many of which are held by women, and we have supported more flexible working requests. We are committed to our Family Friendly Policy which provides enhanced pay for maternity, paternity, adoption, and shared parental leave.

Gender Pay Gap in Hourly Pay

	Median (£)	Mean (£)
Male	14.01	16.65
Female	12.67	14.87
Gender Pay Gap	9.6%	10.7%

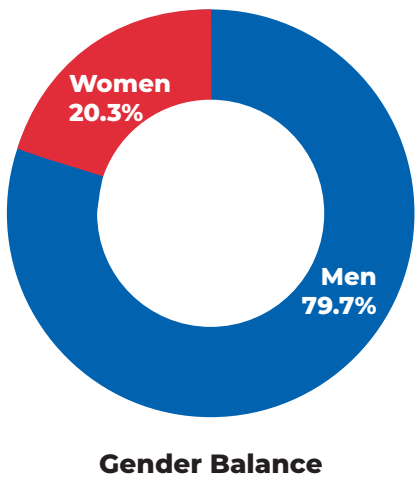
Calculated as per Govt Guidelines

We have set up a Women's Health Group to provide further peer support to women across the business.



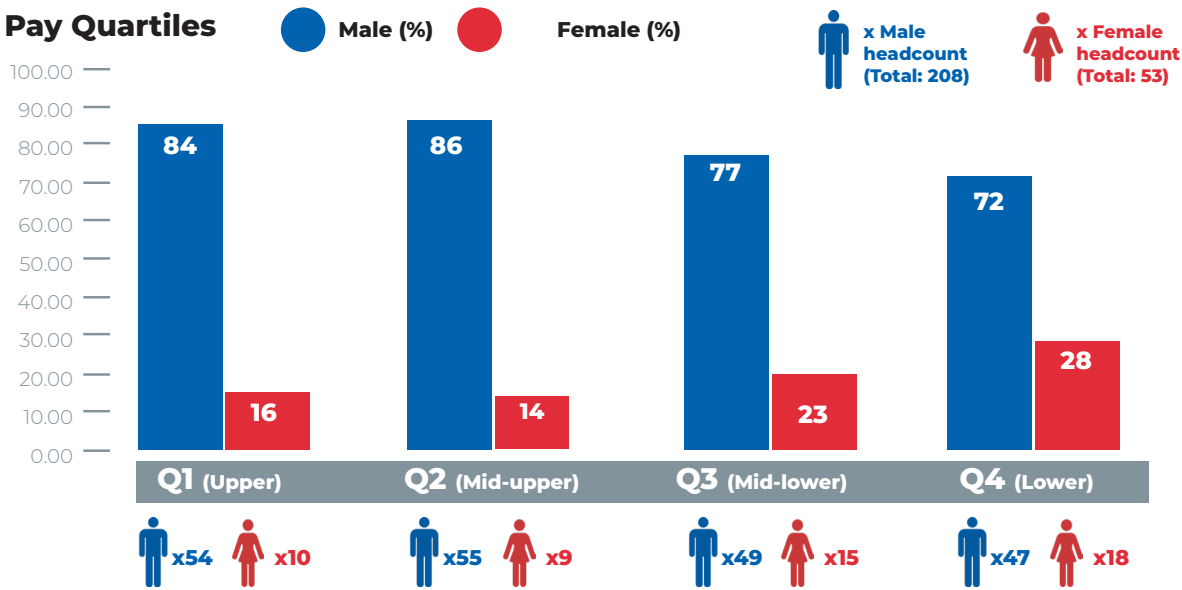
As part of our ongoing commitment, we have started to monitor gender diversity within the business with a focus on our senior leadership population. In April 2023, females make up **33.3%** of our Exec +1 group of managers and **38.8%** of our Exec +2 group of managers. Throughout the year we will continue to report this data and monitor our progress to improving gender diversity.

% of Exec +1 group female managers	33.3%
% of Exec +2 group female managers	38.8%



Here is a snapshot of our progress over the last 12 months:

- We introduced enhanced parental paid leave for maternity, paternity, shared parental leave and adoption.
- Building on our cultural change programme, Unconscious Bias training and Equality and Diversity Training is compulsory for all colleagues.
- We celebrated International Women's Day for the fifth year running.
- We have set up a Women's Health Group to provide further peer support to women across the business.
- We have undertaken our first Talent Inclusion and Diversity Evaluation (TIDE) working with the Employers Network for Equality and Inclusion. We will be using the output from this to better inform our Inclusion and Diversity Strategy.
- Our Falkirk Depot has 21% of female colleagues, three of whom are working in roles which are predominantly held by men.
- Garic's Head Office has 58% of female colleagues slightly up from 2021 (57%), and the sales and marketing team has seen an increase in female colleagues from 34% to 42% in the same period.



The number of females across the business increased to 20.3% (18.8% PY) and by the end of 2022 it was 21.2% - the highest proportion of females we have had to date.

Key points to note from the findings

- The number of females across the business increased to 20.3% (18.8% PY) and by the end of 2022 it was 21.2% demonstrating continued progress in becoming an inclusive business.
- Our median gender pay gap is 9.6% and our mean gender pay gap is 10.7%, an increase of 6.3% and 0.5% respectively against last year's figures.
- The number of females in the upper quartile increased by 2.2%, however the improvement is counteracted by the movement between upper middle and lower middle.
- We have increased our pay rates across the business with all colleagues earning the Real Living Wage or above.
- We continue to work on creating equal opportunities across the business which will over time increase the number of females in senior roles (2022 increased by 3% compared with the prior year).
- The mean bonus gender pay gap increased against last year's figures (PY 19.5% mean). This is a result of a long term incentive scheme which matured during the period. On a comparable basis, excluding the long term scheme, the mean bonus gender pay gap reduced by 3.3%.
- Bonuses across the period increased year on year (mean and median) for both Male and Female colleagues as a result of the business achieving it's stretch goals in the previous financial year.

Bonus Pay Gap Figures - Median & Mean

	Median Bonus (£)	Mean Bonus (£)
Male	1,602.78	4,335.98
Female	1,553.60	2,724.07
Difference	3.1%	37.2%

Calculated as per Govt Guidelines

% of Ees receiving bonus

Male	95
Female	94

In summary, the focus for Garic moving forward is to ensure we build on creating an inclusive culture, where colleagues have the opportunity to develop and reach their potential, regardless of their gender. We are committed to narrowing the gender pay gap through a range of activities as outlined, however, key to this is ensuring that all colleagues have access to development opportunities and that we have a clear understanding of any barriers that may prevent this. Our ultimate aim is to ensure that we can encourage and support colleagues of any gender to grow and develop in their roles, whilst creating an environment where colleagues are supported with their home and work life balance.



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