



2018 Gender Pay Gap Report

Global Events.
Designed and Delivered.

Introduction

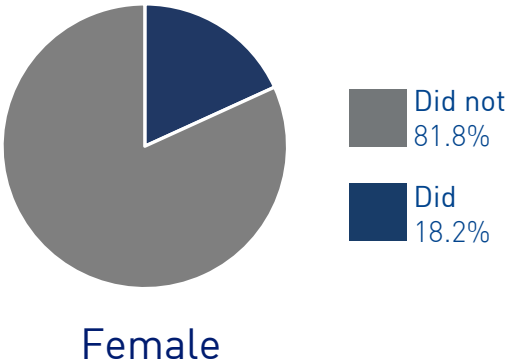
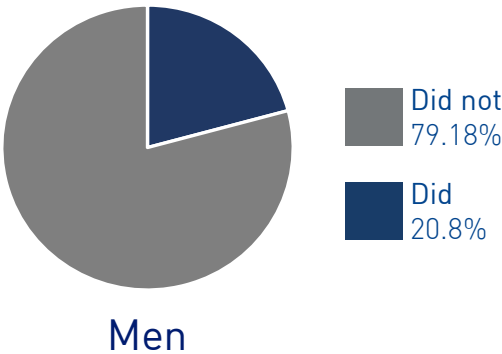
We are committed to working towards reducing the gender pay gap in our organization.

The company's employees comprise of 84% males and 16% females.

The majority of our employees are engaged in manual labour & logistics which traditionally attracts predominantly male workforce.

Females are well represented in administrative & managerial roles

Proportion of Employees Awarded a Bonus in 2018



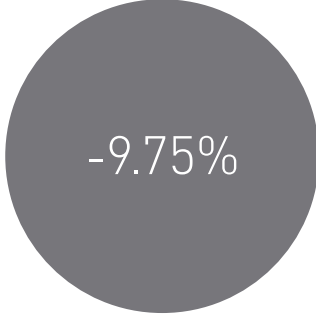
Hourly and Bonus Pay Gap



13.4%

Mean pay gap

In 2018 the mean pay gap increased, this is because we hired more women in lower paid roles which reduced the female mean pay



-9.75%

Median pay gap

The gap has reduced from -27% to -9.75%. Median hourly rate is higher for females due to a higher proportion in more senior roles



0%

Mean bonus pay gap

Mean bonus for females has been brought to the same level with males. There is no longer a gap.



0%

Median bonus pay gap

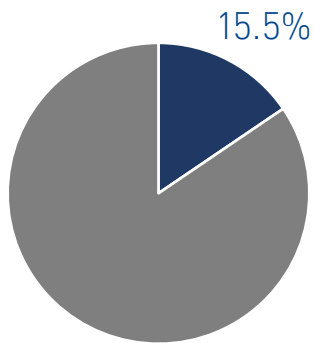
Median bonus for females was the same as males. There is no longer a gap.

Gender Split Per Quartile

Females are most likely to be in the upper middle quartile

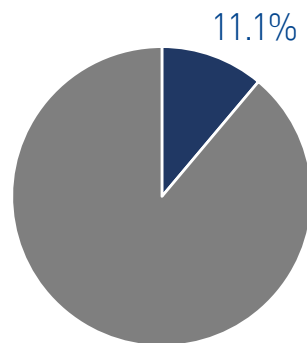
Females are least likely to be in the lower middle & upper quartile

Opportunity to hire more females in high skilled admin roles like project management, finance, and sales & marketing



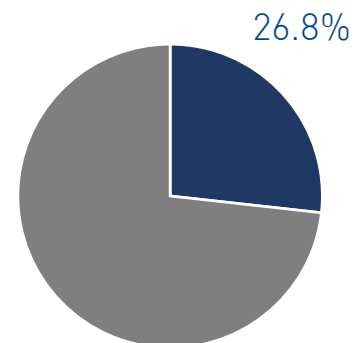
Lower Quartile

Women made up 15.49% of the lower quartile



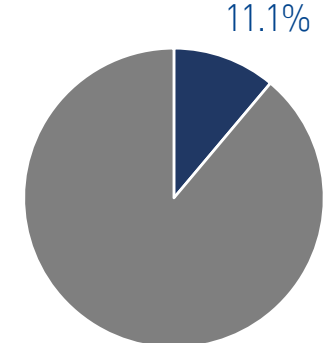
Lower Middle Quartile

Women made up 11.11% of the lower middle quartile



Upper Middle Quartile

Women made up 26.76% of the upper middle quartile



Upper Quartile

Women made up 11.11% of the upper quartile