



2019 Gender Pay Gap Report

Global Events.
Designed and Delivered.

Introduction

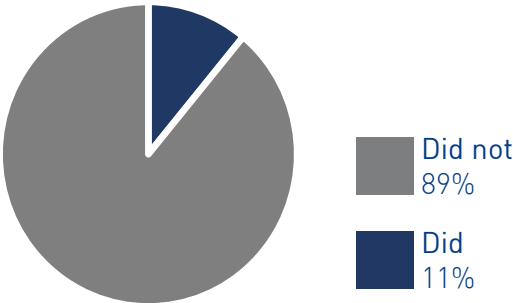
We are committed to working towards reducing the gender pay gap in our organization.

The company's employees comprise of 84.5% males and 15.5% females.

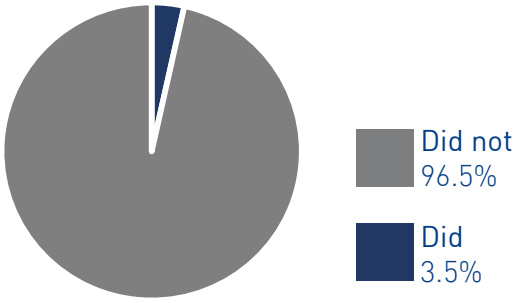
The majority of our employees are engaged in manual labour & logistics which traditionally attracts predominantly male workforce.

Females are well represented in administrative & managerial roles

Proportion of Employees Awarded a Bonus in 2019

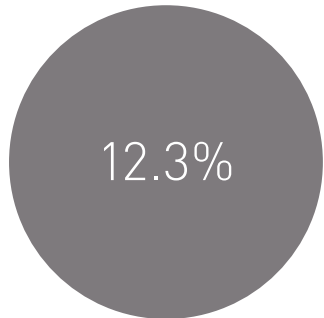


Males



Females

Hourly and Bonus Pay Gap



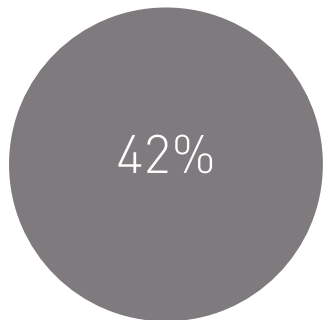
In 2019 the mean pay gap decreased
[2018: 13.4%]

Mean pay gap



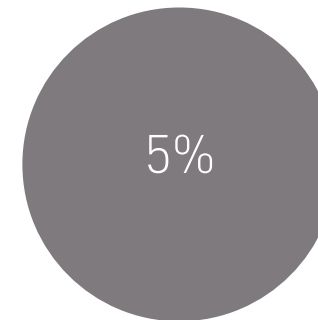
The gap has reduced from -9.75% to 0.88%
Median hourly rate is higher for females
[2018: -9.75%]

Median pay gap



Mean bonus pay gap was 42% in 2019
[2018: 0%]

Mean bonus pay gap



Median bonus for females was the same as males.
There is no longer a gap.
[2018: 0%]

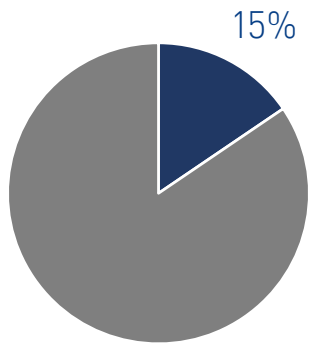
Median bonus pay gap

Gender Split Per Quartile

Females are most likely to be in the upper middle quartile

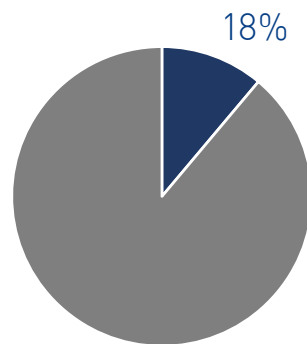
Majority of Upper Middle Quartile females are skilled administrators in Operations, Projects and Finance admin roles

Opportunity to improve female representation in the Upper Quartile by offering development opportunities in Project and Planning Management, Sales & Marketing



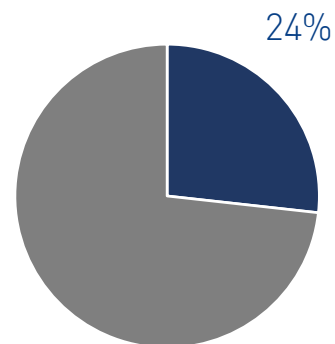
Lower Quartile

Women made up 15% of the lower quartile (2018: 15.5%)



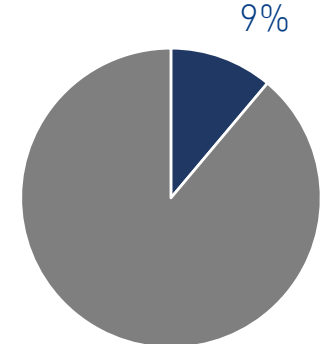
Lower Middle Quartile

Women made up 18% of the lower middle quartile (2018: 11.1%)



Upper Middle Quartile

Women made up 24% of the upper middle quartile (2018: 26.8%)



Upper Quartile

Women made up 9% of the upper quartile quartile (2018: 11.1%)