



NEOVIA

United Kingdom Gender Pay Gap Report 2017

Equal Opportunity Statement

Neovia is committed to the principles of equal employment opportunity, inclusion, and respect. Neovia does not tolerate unlawful discrimination against anyone - employees, customers, business partners, or others - on the basis of race, color, religion, national origin, sex (including pregnancy), age, disability, sexual orientation, marital status, military service, or any other status protected by the laws or regulations in the locations where we operate.

Neovia conducts all employment practices including activities relating to recruiting, hiring, benefits, leaves of absence, training, transfer, promotion, job assignments, compensation, corrective action and termination in a non-discriminatory manner.

2017 Workforce Changes

In April 2017, Neovia began packing operations under a new contract with one of its major customers. As a result, a contingent of new workers, a majority of which were female, transferred to Neovia from the customer's previous provider. The pay rates for these transferred employees, set by the previous provider, were generally lower than those of Neovia's existing workforce. Neovia cannot align these employees' pay rates to its standard rates until the expiration of a one-year, post-transfer consultation period. The lower pay rates of these predominantly-female workers transferred to Neovia in 2017 likely impact the data included in this report.

Core Value: Fairness

At Neovia, We demonstrate integrity, honesty, respect, and transparency, and follow through on our commitments, to inspire trust with each other and with our customers. As part of this effort, Neovia insists on treating each employee fairly, regardless of gender or any other protected characteristic.

Zach Green

Executive Vice President, Chief Legal Officer
and Secretary

Hourly Employee Pay Gap

	Mean Gender Pay Gap*	Median Gender Pay Gap*
Neovia Logistics	1.29%	0.26%
UK Warehousing Average**	0.7%	5.2%
Regional Warehousing Average**	-0.3%	10%

Employee Bonus Pay Gap

	Males	Females
% Receiving a Bonus	69.58%	42.13%

	Mean Gender Pay Gap*	Median Gender Pay Gap*
Employee Bonuses	-29.2%	0%

Gender Pay Gap by Quartile

	Males	Females	Total
Upper Quartile	150 (67.26%)	73 (32.74%)	223
Upper Middle Quartile	160 (75.45%)	55 (24.55%)	224
Lower Middle Quartile	165 (73.66%)	59 (26.34%)	224
Lower Quartile	157 (70.09%)	67 (29.91%)	224
Total Workforce	641 (71.62)	254 (28.38%)	895

*Percentage in favor of men

**Data from Office of National Statistics, 2017

Hourly Employee Demographics

