

## Gender Pay Gap Reporting 2019

From April 2018, companies with 250 or more employees, including Secured Express Ltd, are required to publish certain statistics relating to Gender Pay. This report covers data for 2018 reference periods.

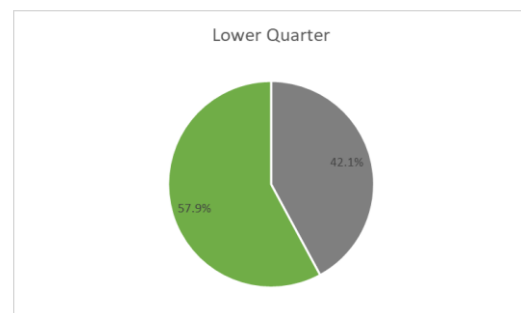
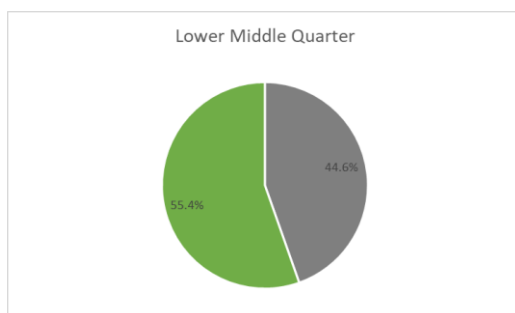
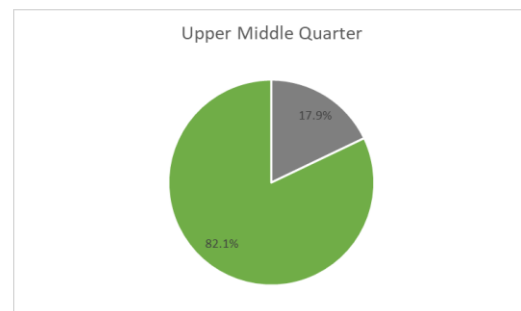
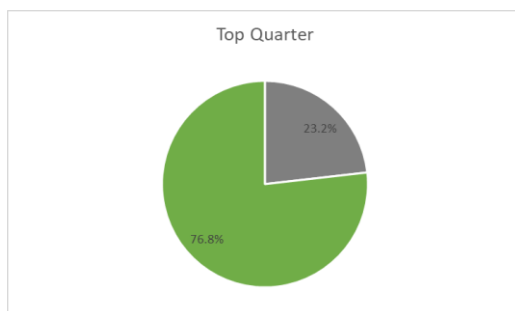
### Pay Gap

The total gender pay gap shows the difference in the average pay of all men and women employed by Secured Express Ltd. Due to the culture of the Transport & Logistics industry, we have struggled to attract a higher proportion of females to work in certain roles, including Drivers.

Mean Gender Pay Gap	29.9%
Median Gender Pay Gap	18%

### Pay Quartiles

The gender pay results are influenced by the proportion of men and women in each pay quartile. Our report shows a smaller proportion of women in quartiles 1, 2 and 4. These quartiles contained Directors / Senior Managers / Sales & Key Account Managers, regulated Drivers, and Warehouse Operatives, respectively. Quartile 3 predominantly consisted of professional administrative employees.



### Bonus Gap

Bonuses are linked to individual performance and or company targets. The highest bonuses received are by our employees within Quartile 1, which we believe to be the reason for the gap here.

Mean Gender Bonus Gap	91.7%
Median Gender Pay Gap	52.6%

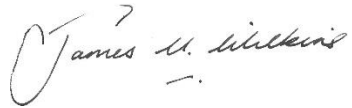
**Proportion Receiving Bonuses**

14% of Women

11.8% of Men

**Declaration**

We confirm that Secured Express Ltd gender pay gap calculations are accurate and meet the requirements of the mandatory Regulations under The Equality Act 2010 (Gender Pay Gap Information) Regulations 2017.

A handwritten signature in black ink that reads "James W. Wilkins".

**James Wilkins**  
**Group Operations & IT Director**