

Gender Pay Gap Reporting 2020

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 2020 reference periods.

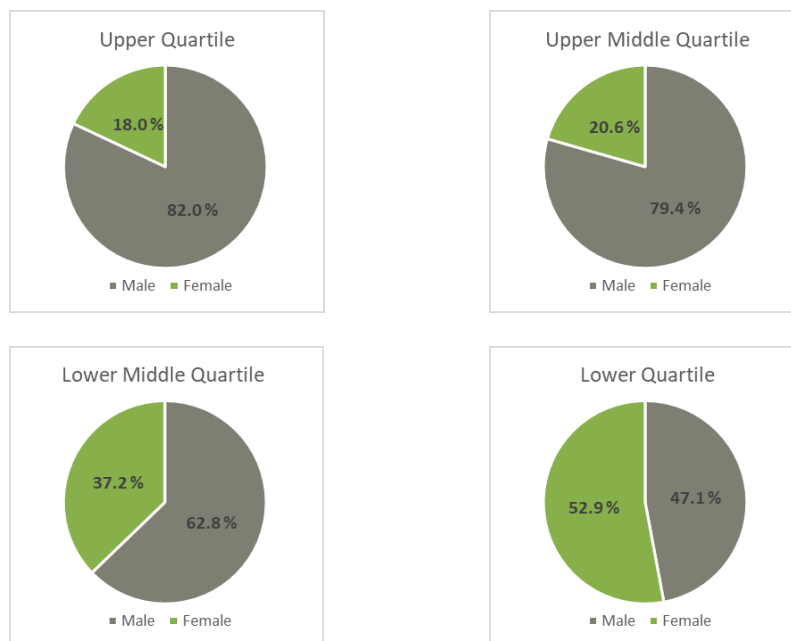
Pay Gap

The total gender pay gap shows the difference in the average pay of all men and women employed by Secured Express Ltd. There are certain roles within the Transport & Logistics industry where the industry as a whole struggles to attract a higher proportion of female workers, we have struggled to attract a higher proportion of females to work in certain roles, including Drivers.

Mean Gender Pay Gap	23.8%
Median Gender Pay Gap	21.3%

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 Upper, Upper Middle, and Lower Middle Quartiles. These quartiles contained Directors / Senior Managers / Sales & Key Account Managers, regulated Drivers, and professional administrative employees. The Lower Quartile predominantly consists of warehouse operatives.



Bonus Gap

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

Mean Gender Bonus Gap	75.6%
Median Gender Pay Gap	74.6%

Proportion Receiving Bonuses

17.6% of Women	7.9% of Men
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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, appearing to read "M Owen", is positioned above the name and title of the signatory.

Michael Owen
Group CEO