

# Gender Pay Gap Report

**TURNERS**  
(SOHAM) LTD

Turners operates within the Transport & Storage Sector, where this continues to be a predominantly male environment. The percentage of women in the UK, employed in this sector makes up nearly 25% of the workforce<sup>1</sup>. Turners' proportion of males and females are 86% and 14% respectively.

It has been difficult to redress this balance within the HGV Driver demographics of our workforce, largely due to social factors such as lone working, long hours and spending nights out in a vehicle. HGV Drivers make up 63% of our workforce, of which only 2.7% are female. The remaining 37% of the workforce is made up of Management and Admin, HGV Fitters and Warehouse/Production Operatives, of which, females make up 31.7% of the demographics.

The gender pay gap is not caused by unequal pay. Equal pay ensures that males and females are paid the same for carrying out the same work or work of equal value. Due to the industry we operate within, there are numerous different contracts all with a variety of terms and conditions designed to meet the needs of our different divisions, legal regulations [TUPE] and customers. Despite this, Turners ensure males and females in the same employment, performing work of equal value receive equal pay.

## Bonus

This is the proportion of employees receiving a bonus. The bonus gap will vary year to year due to the link between individuals' performances and the business as a whole. Management and a high proportion of HGV drivers are eligible for productivity/performance payments and safe and efficient driving bonuses. 97.3% of Turners HGV drivers are men, therefore this influenced the gender bonus gap significantly. The mean average male bonus pay is 66.57% higher than females and the median average male bonus pay is 100% higher than females.



Proportion of males & females in each pay quartile

