

Gender Pay Gap 2018 -2019



Cygnia Logistics is a service provider to a fast moving and diverse customer base, which specialises in E-commerce. Therefore, we deliver bespoke services that make our customers successful. As employers, we bring together people from a wide range of cultural backgrounds bringing with them a wealth of skill & experience.

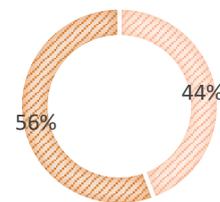
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CYGNIA EMPLOYEES

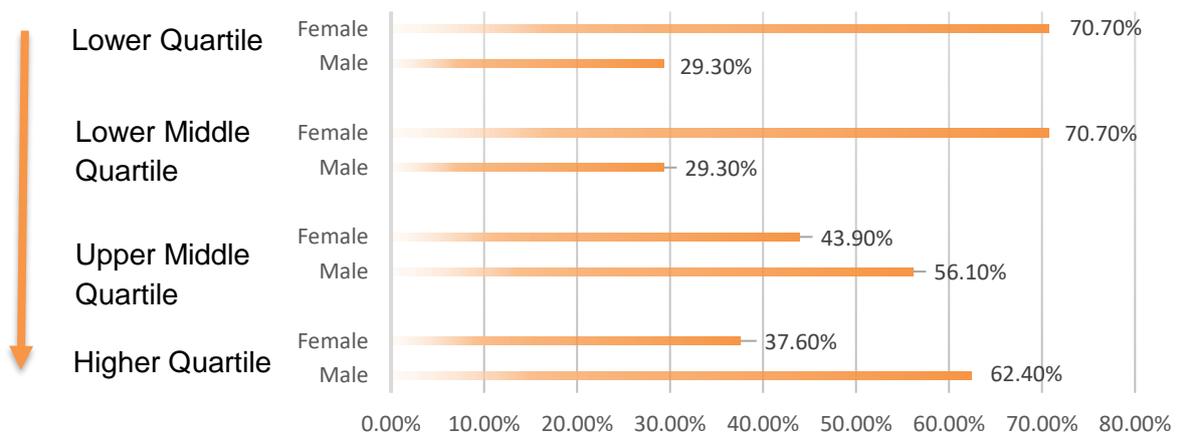
Cygnia continue to uphold a good gender split, with around 55.7% representation of female employees in April 2019, which is a 3.7% increase since April 2017.

Male Employees Female Employees



This is a positive; we continue to employ females in a number of operational management roles. However, with the majority of the senior management roles still filled by male staff, the mean (average) sits at 24.78%. Cygnia are aware there is a lot of work ahead of us to improve the gender pay gap; our goal is to reach below the UK’s average of 17.3%. We believe this is achievable and are pleased that the gap has already visibly reduced by 7.2% in the last year. Cygnia’s next step is to encourage more females to apply for MHE roles, as the majority of our MHE handlers are male. The majority of the staff at Cygnia are operational however, as previously noted; the gap is most evident in our 10% of office staff and most specifically senior management. To improve the percentage Cygnia have encouraged more females to apply for management roles and in recent years, females have filled the roles of Financial Controller, QHSE Manager and Head of Client Management. Cygnia encourage more females in our management roles.

PAY BANDS BY QUARTILES



The Number of female employees in Cygnia’s higher quartile pay band has increased by 6.6% in the last year. In addition to this, the gap between male and female employees in our lower and lower middle quartiles has decreased by over 8%.

Over the years, Cygnia has delivered Teams and Diversity training to over 150 of our employees and will continue to offer this training to all staff. As an innovative business, we offer innovative training to all our Managers and Supervisors with our Making it Happen & Making a Difference programmes.

We plan to address the lack of female MHE drivers and operational staff in the coming year by promoting the profiles of women currently in the role.