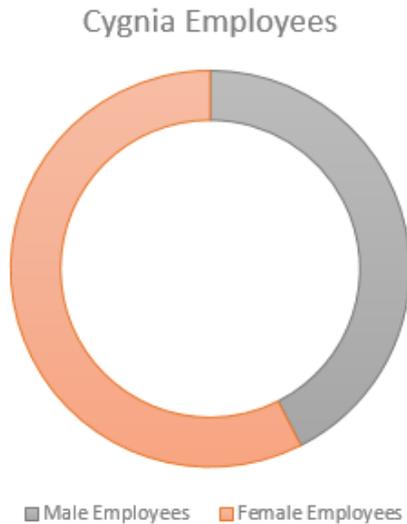


Gender Pay Gap 2019 -2020

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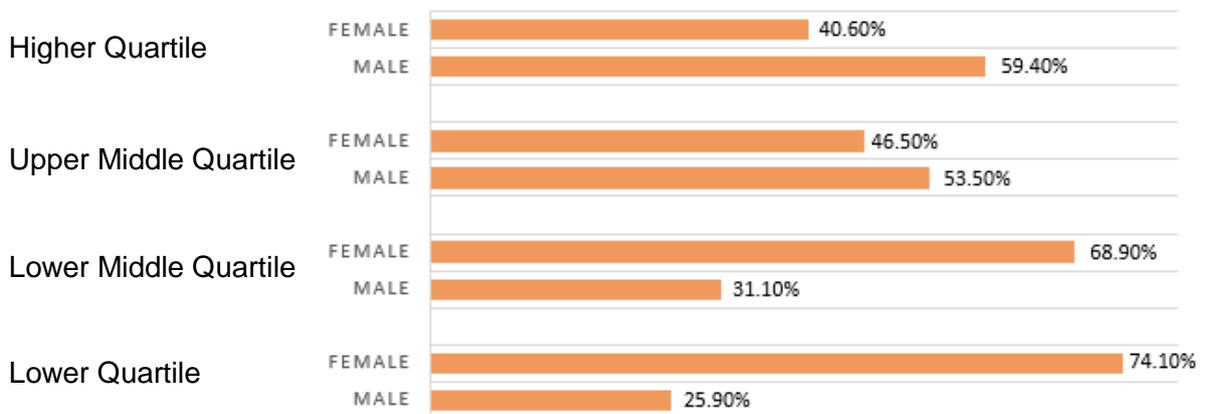
Cygnia Logistics is a service provider to a fast moving and diverse customer base, which specialises in E-commerce. We deliver bespoke services that make our customers successful. As employers, we bring together people from a wide range of cultural backgrounds bringing with them a wealth of skill & experience.



Cygnia continue to uphold a good gender split, with around 57.5% representation of female employees in April 2020, which is a 2% increase since April 2019.

This is a positive; we continue to employ females in a number of operational management roles, which has seen an increase to the upper quartile by 3% compared to last year. We are pleased that the gap has already visibly reduced by 5% in the last few years. The gap between male and female employees in our lower and lower middle quartiles has decreased by over 10%.

PAY BANDS BY QUARTILES



The majority of the staff at Cygnia is operational and one of our key challenges is increasing the number of women in our management roles, and ensuring we have a balanced demographic across the business. In recent months, Cygnia have advertised new management rolls and are eager to encourage more females to apply. This will help to improve the percentage and decrease our Gender Pay Gap.

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. Furthermore, as an innovative business, we offer training and encourage new learning to our Managers and Supervisors,

and continue to deliver training and qualifications to a number of females across the business. For example, we currently have fourteen members of staff studying for a qualification on a development programme, eight of which are females. This is a positive as this gives these employees the opportunity to grow and progress with the business and take on more responsibility. Cygnia are eager to expand the learning and development across the business over the next year. In addition to this, through extensive benchmarking, Cygnia have developed a set of pay bands for each role, which will help to reduce the gap as it ensures equality across all staff.

Sharon Hacker

Head of HR