

Gender Pay Gap Report 2020 - 2021

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.

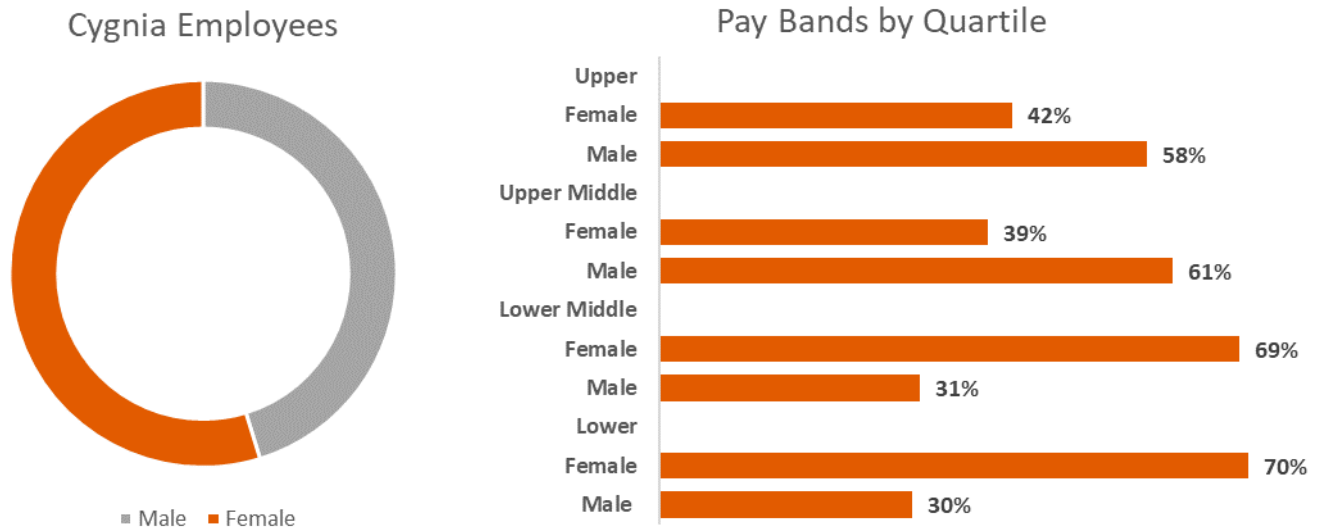
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Cygnia Logistics Median Gender Pay Gap of 10.9% is an improvement on the 14.1% gap reported 12 months ago, and the Mean Gender Pay Gap has also improved moving from 25.8% 12 months ago to 18.1% in April 2020.

Median Gender Pay Gap 2020/21 = 10.9%

Mean Gender Pay Gap 2020/21 = 18.1%

Cygnia continue to have a good gender split, with 55% representation of female employees in April 2020. This is a positive; we continue to employ females in a number of operational management roles, which has seen levels of female employment in throughout our pay quartiles remain consistent compared to last year.



The majority of colleagues at Cygnia are operational and increasing the number of women in our management roles is a key goal for our business ensuring we have a balanced gender mix across the business. Cygnia continue to deliver Teams and Diversity training to all colleagues to better equip our colleagues in understanding the importance of diversity in the workplace. As a company we are continuing to expand the learning and development offering to all colleagues to enhance the opportunities for our colleagues within the business.