



Destined to Deliver



A complete logistics solution

At Fagan & Whalley Ltd, we offer a complete logistics solution, catering to the distribution and warehousing needs of clients within a range of sectors across the UK. With almost 100 years of industry experience, we're proud to work closely with our clients and continue to build strong working relationships.

We're committed in providing a reliable service, and a friendly and flexible approach, which we incorporate into every aspect of our infrastructure, including across our comprehensive range of freight management, BRC warehousing and road haulage services.

Our BRC-certified warehousing facilities have also been awarded The Soil Association's stamp of approval, allowing our customers to rest assured that our facilities consistently meet the high standards for organic food storage and distribution set within the industry.

For the Fagan & Whalley team, our customers, like our people, remain at the heart of everything we do, which is why we continue to make significant investments into the latest technologies and the professional development of our staff, consistently seeking to review and improve our processes in order to provide the highest level of service possible.

Transport
Distribution
Warehousing
Training
Maintenance



Employee Communication: Gender Pay Gap Reporting

We are an employer required by law to carry out Gender Pay Reporting under the Equality Act 2010 (Gender Pay Information) Regulations 2017.

This involves carrying out six calculations that show the difference between the average earnings of men and women in our Company; it will not involve publishing individual employee's data.

We are required to publish the results on our own website and a government website.

We can use these results to assess:

- The levels of gender equality in our workplace
- The balance of male and female employees at various levels
- How effectively talent is being maximised and rewarded

Gender Pay Reporting requires our Company to make calculations based on employee gender. We will establish this by using our existing HR and payroll records. All employees can confirm and update their records if they choose by contacting Laura Haworth or Louise Kendall on **01282 505550** or **HR@faganwhalley.co.uk**.

We appoint people to roles based on merit regardless of age, race, gender, marital status, sexual orientation, disability or religion and belief.

We value the contribution made by all our employees and are committed to creating a workplace environment where they want to stay, progress and develop their career with us, and we will continue to support all employees across all roles to reach their potential.

When calculating the difference in average earning, the gender pay gap takes into account all job roles, at all levels and salaries within our organisation.

This means the gender pay gap indicates the level of roles that women carry out in an organisation. The roles that women carry out can result from many different factors, such as historic trends of one gender dominating certain industries and types of jobs.

Our gender pay gap based on 2023 data is 10.45% (Mean) and 12.15% (Median), we believe this to be a reflection that women are under represented in the general haulage/ logistics industry, particularly within driving roles, and there is work to do to improve our gender representation across our business.

The challenge in our Company and across Great Britain is to eliminate any gender pay gap.

Further details about how we intend to tackle our gender pay gap include:

- Train and support managers
- Encourage and review career and talent development
- Looking at our company website
- Utilise the Apprenticeship Levy to attract more females into the industry.

We are committed to driving this change.

You can learn more about Gender Pay Reporting by visiting www.acas.org.uk/genderpay.

Fagan & Whalley

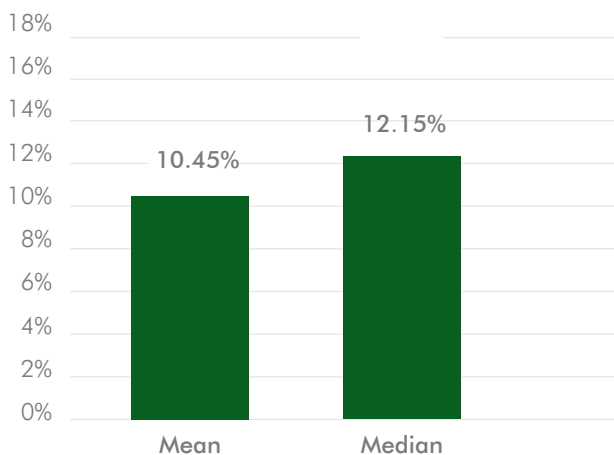


Gender Pay Gap Report 2023



The mean gender pay gap is calculated by comparing the difference in the average pay of all females and males as separate groups.

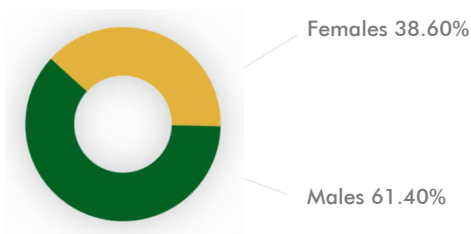
Average Gender Pay Gap



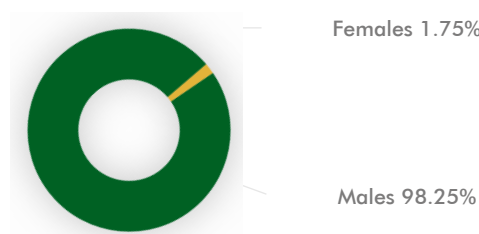
Proportion of Females / Males in each Quartile Pay Band

The charts below highlight that most females are represented in the lower and upper quartiles.

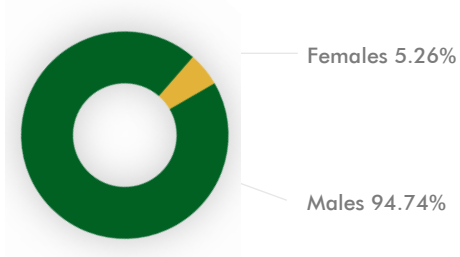
Lower Quartile



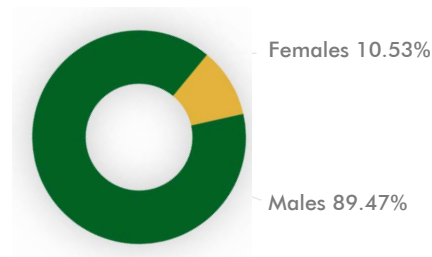
Lower Middle Quartile



Upper Middle Quartile



Upper Quartile



I can confirm that the data within this report is accurate and published in accordance with the gender pay gap report guidance and regulations.

Laura Haworth

HR Manager, Fagan & Whalley Ltd