

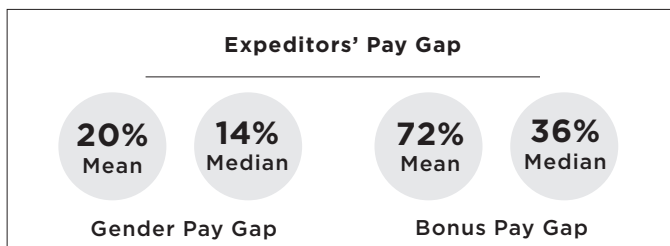
# UK GENDER GAP REPORT 2019

## Introduction

Expeditors International UK Ltd. (“Expeditors”) is committed to providing a diverse and inclusive work environment. At Expeditors, our people are our greatest asset and our culture is driven by our commitment to our people, focusing on promotion from within that fosters long-term careers spanning ten or more years.

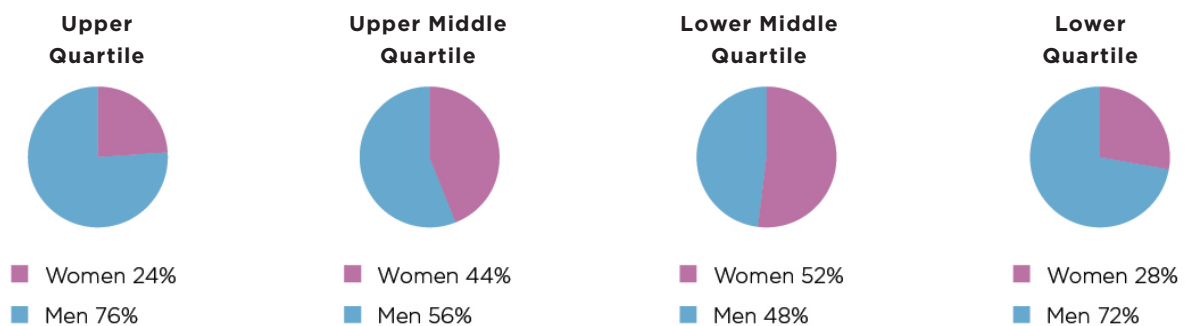
## Understanding the Gap

The UK Gender Pay Gap is the measure of the difference between the average pay of all women and men in an organization, regardless of their position. Unlike the equal pay assessment, the Gender Pay Gap does not involve a comparison of the pay of women and men in comparable roles. The Gender Pay Gap reporting analyses both the mean and median pay gap between women and men within our organization. The mean pay gap is the difference between the average hourly pay gap of women and men, whereas the median pay gap is the difference between the midpoints in the ranges of hourly earnings of women and men. Generally, the median pay gap is a better measure of pay of the average employee because it takes all salaries in the sample, lines them up in order from lowest to highest and picks the middle salary, reducing the effect of outliers in the highest or lowest pay ranges. The numbers that follow illustrate the pay gap for Expeditors employees across the UK based on hourly rates and bonuses paid to all women and men in the twelve months ending on 5 April 2018.



## Proportion of Women in Each Quartile Pay Band

The pay quartiles demonstrate the gender distribution across four equal-sized groups, in order from lowest to highest. In 2018, Expeditors had the following proportions of women and men employed in each quartile:



Expeditors' median hourly pay gap is 14%. In comparison, the median gender pay gap in the UK in all industries is 18.4%.

I confirm that the data recorded in this report is accurate.



Tim Barber  
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 Executive Vice President, Europe, Expeditors International of Washington, Inc.