



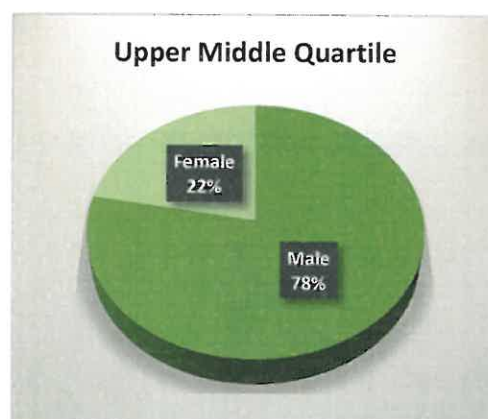
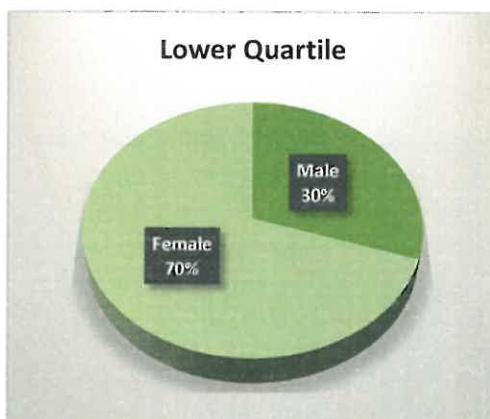
BULKHAUL
INTERNATIONAL TANK
CONTAINER SERVICES

Gender Pay Report

The UK government has introduced new reporting regulations under the Equality Act 2010 requiring companies with over 250 employees to annually disclose their gender pay gap from April 2017 onwards. Here we provide the statutory information and the context of our results.

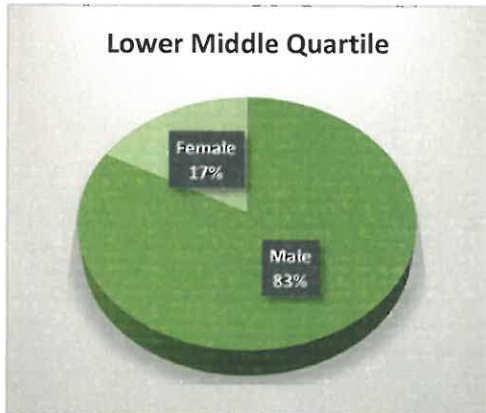
Gender Pay Results	Bulkhaul Ltd
Mean Gender Pay Gap	39.9%
Median Gender Pay Gap	25.9%
Mean Bonus Gender Pay Gap	19.29%
Median Bonus Gender Pay Gap	0%
Proportion of Males Receiving a Bonus Payment	23.94%
Proportion of Females Receiving a Bonus Payment	37.18%

Proportion of Males and Females in each Quartile Band



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The mean gender pay gap for Bulkhaul Ltd has been calculated at 39.9%, which is mainly a result of the most senior people within the organisation being male. The median average, which is less affected by extreme values presents a lower pay gap of 25.9%.

The bonus calculations are a result of a long service award bonus scheme, creating a mean gender bonus gap of 19.29% and a median gender bonus gap of 0%.

I can confirm that the data reported above is accurate.

Mike O'Neill
Managing Director