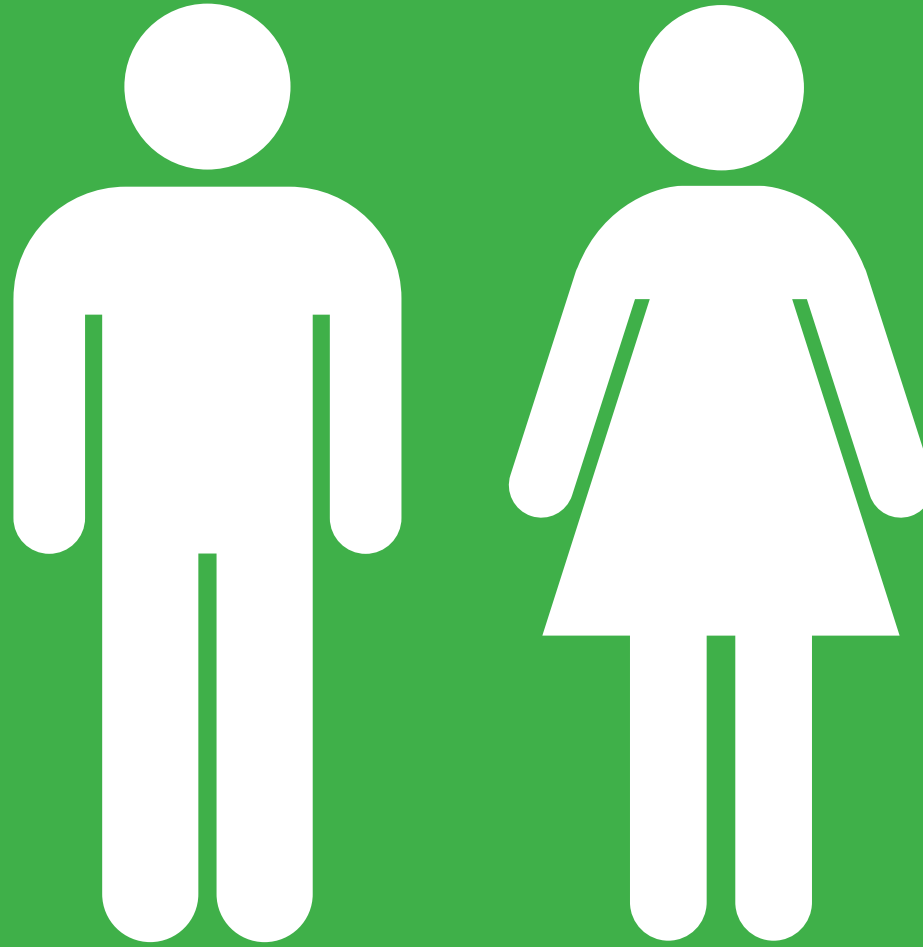


International Procurement & Logistics Limited

Gender Pay Gap Report 2019



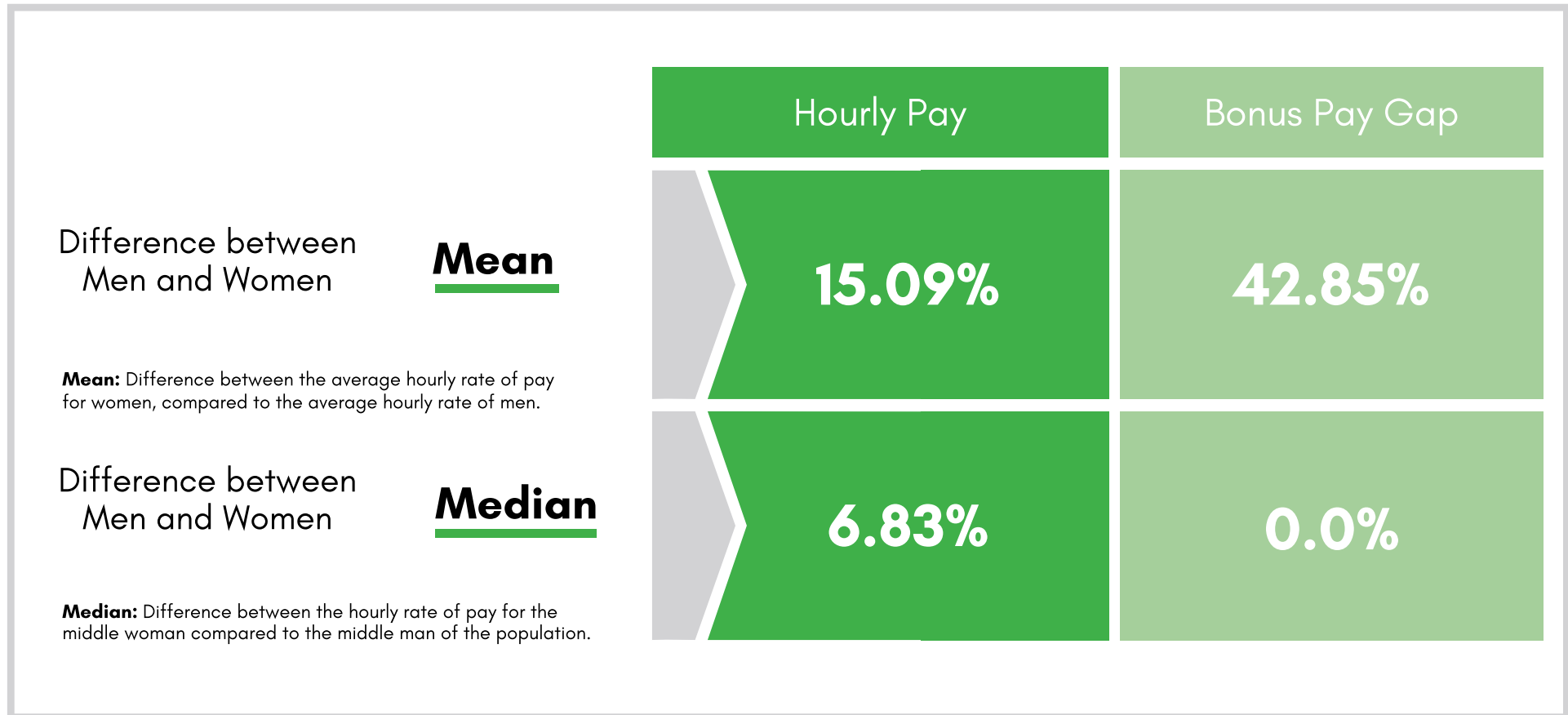
On behalf of International Procurement & Logistics (IPL) Limited, I am pleased to present our Gender Pay Gap Report as at April 2019.

Our 2019 figures show a >15% year on year improvement on the mean bonus metric, which reflects the introduction of our productivity based incentive scheme for our operational colleagues.

In presenting this report I confirm that the information contained is accurate.

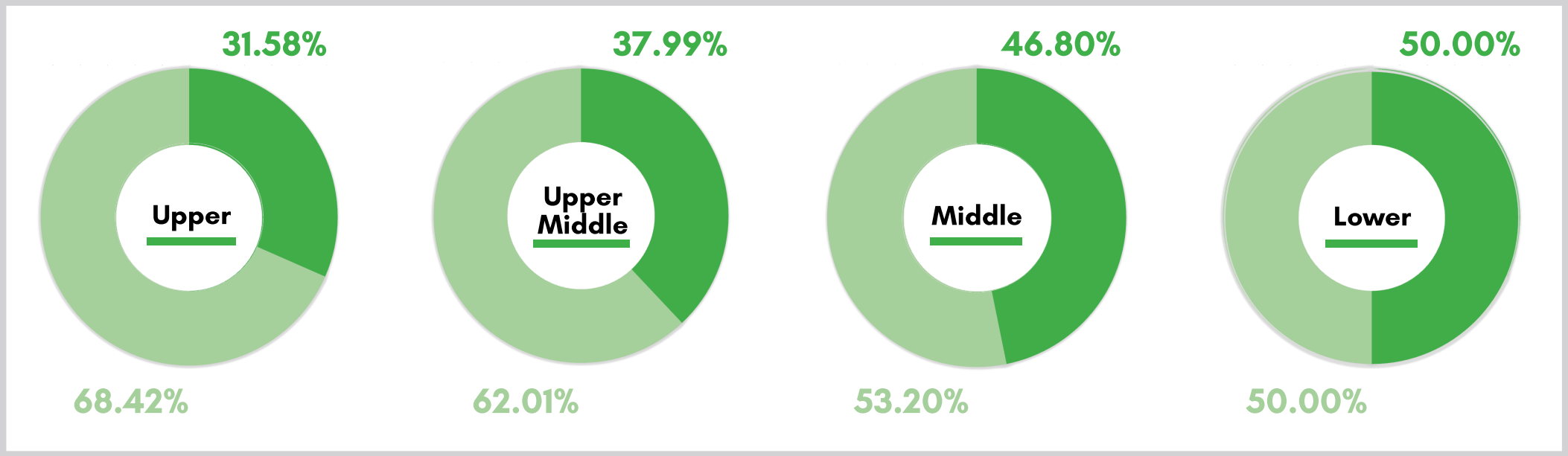
Michelle Hand
People Director
IPL Ltd

Pay and Bonus Gap



- 75.5% of IPL's colleagues work in operational roles in our processing sites. In respect of those colleagues, the median gender pay gap is 5.49% and the mean gender pay gap is 4.09%.
- IPL's mean bonus gap is influenced by, currently, having more men than women in senior roles.

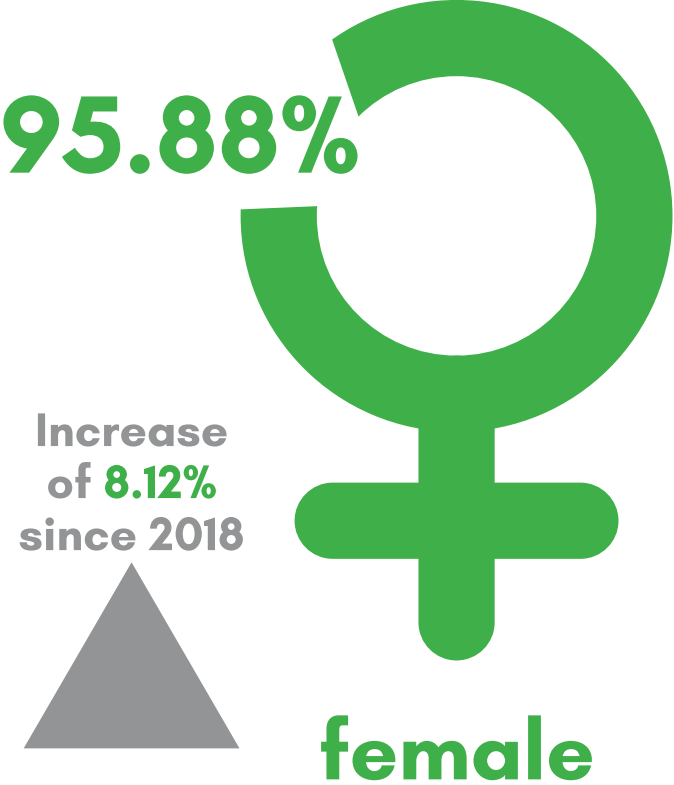
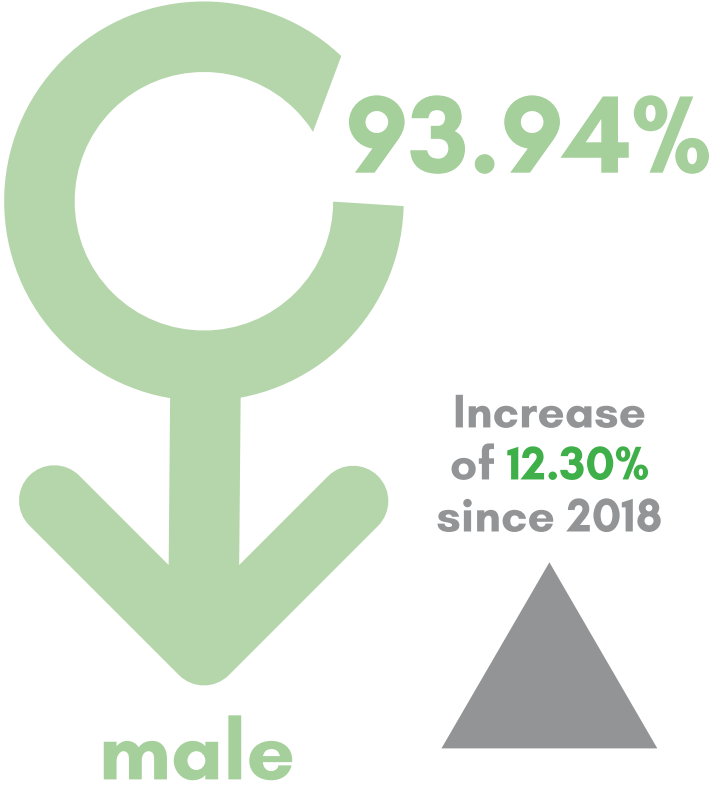
IPL's Gender Pay Gap



The above shows our gender distribution within the four quartiles, with each quartile containing approximately

} **437**
COLLEAGUES

Proportion of Colleagues Receiving a Bonus



2%

The above shows a 2% difference between the number of men and women being paid a bonus in 2018/19. All IPL colleagues are eligible to participate in a discretionary bonus scheme.