



Our Gender Pay Gap Report 2025

As a leadership team, we are committed to building an inclusive place for all colleagues, one that values the diversity of our people and empowers every colleague to bring their authentic selves to work.

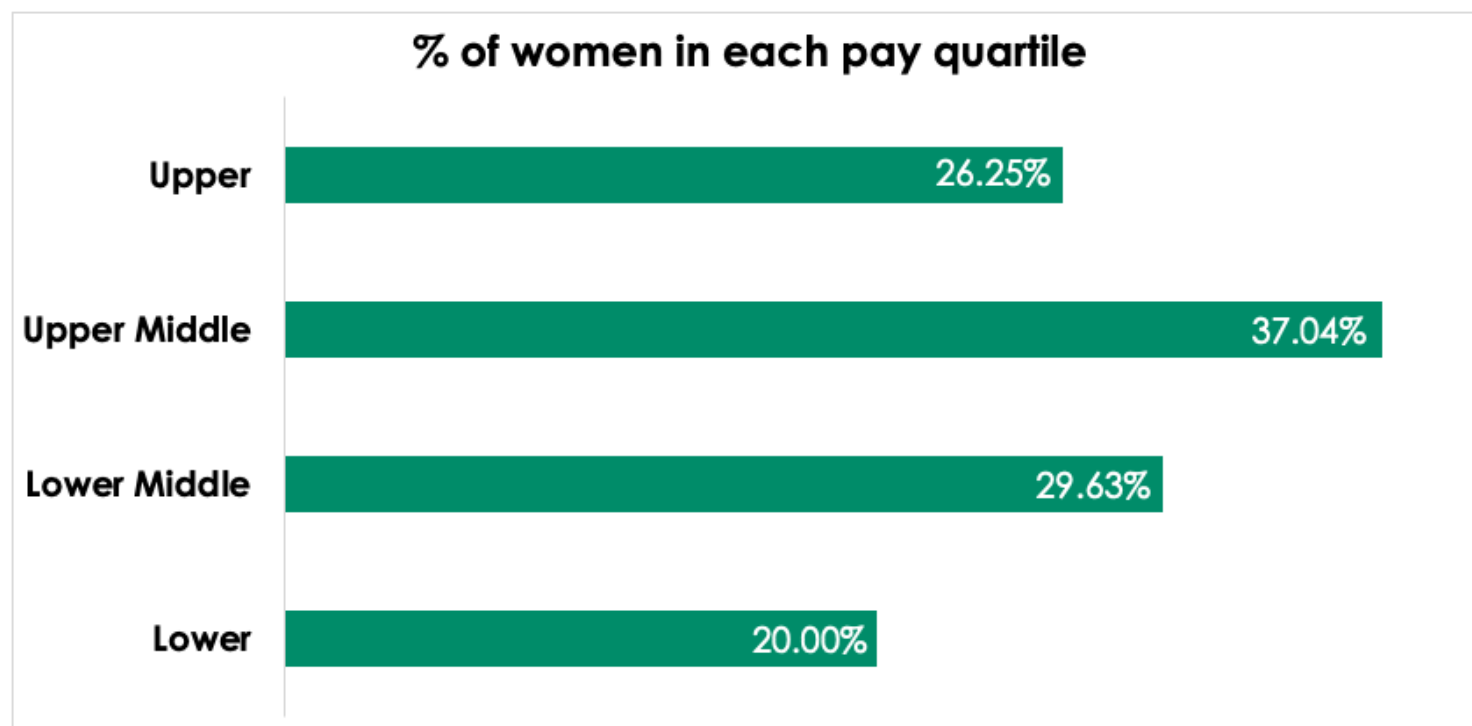
We are dedicated to ensuring equal pay for equal work across our business, regardless of gender. Our gender pay gap is largely a result of our workforce composition: 72% of our colleagues are men, with the majority (52.51%) working in inventory and warehousing roles.

Encouragingly, we've seen a positive shift this year, with improvements in both our mean and median gender pay gap, driven by an increase in the percentage of women represented in the top pay quartile.



Our Gender Pay Gap Results

Median Pay Gap	Mean Pay Gap
-18%	-0.6%
Median Gender bonus gap	0.00%
Mean gender bonus gap	24.41%
% of Men receiving bonus	13.00%
% of Woman receiving bonus	35.00%



Nature of business (SIC):

- 52103 - Operation of warehousing and storage facilities for land transport activities.
- 77390 - Renting and leasing of other machinery, equipment and tangible goods not elsewhere classified.

How is the pay gap calculated?

Median pay gap

The median pay gap looks at the difference in pay between men and women in the middle of the pay scale.

If you lined up all women by their hourly pay, from lowest to highest, the one in the middle is the median. The same is then done for men. The gap is the difference between these two middle points.

Mean pay gap

The mean pay gap looks at the difference in average hourly pay between men and women.

To calculate it, you add up everyone's hourly pay and divide by the number of people - one average for women and one for men. The gap is the difference between those two averages.

Pay Quartiles

Pay quartiles are made by sorting everyone's hourly pay from lowest to highest, then splitting the list into four equal groups.

We then look at how many women are in each group to see how pay is spread out across different levels.