



Our Gender Pay Gap Report 2025

Submitted March 2026

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

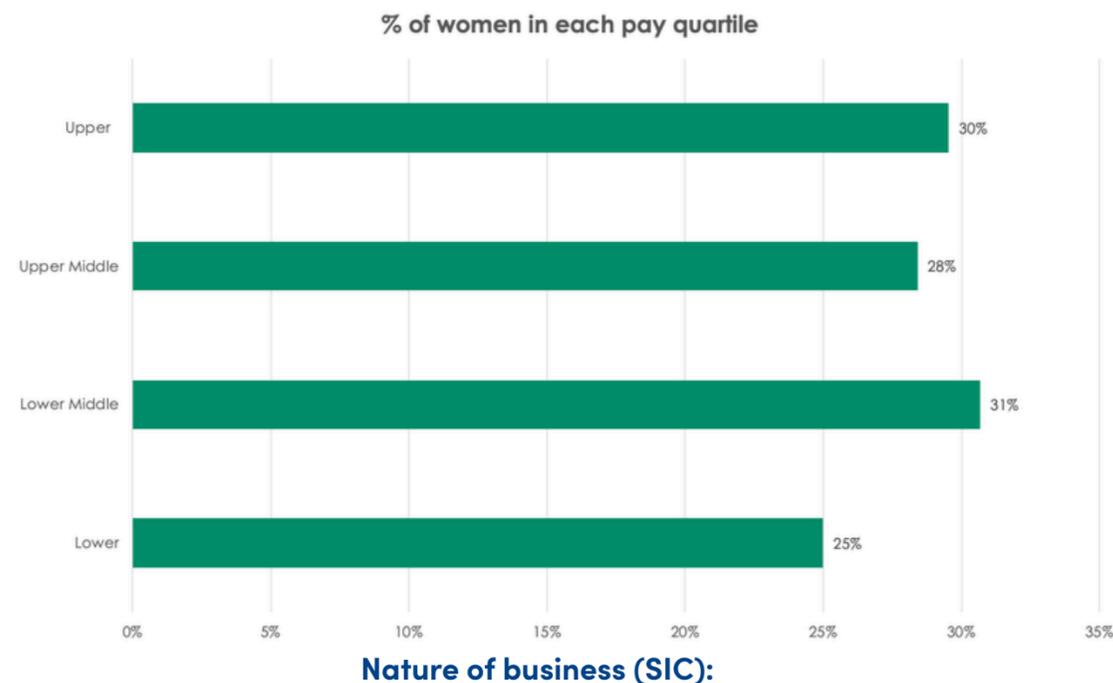
We are dedicated to ensuring equal pay for equal work across our business, regardless of gender. Our analysis shows a mean gender pay gap of 0.0% and a median gender pay gap of -1.6%, indicating that there is no material difference in pay between male and female employees.

Our workforce is predominantly male, representing approximately 72% of our employee population at Thinventory Limited. This distribution is reflected consistently across all pay quartiles and is the primary driver of our gender pay gap, rather than differences in pay for comparable roles.



Our Gender Pay Gap Results

Median Pay Gap	Mean Pay Gap
-1.6%	0.00%
Median gender bonus gap	0.00%
Mean gender bonus gap	-212.5%
% of Men receiving bonus	12%
% of Woman receiving bonus	30%



- 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.



Our Analysis

This report sets out our Gender Pay Gap for Thinventory Limited, based on data as at 5 April 2025, in line with UK Government reporting requirements.

Pay gap

Our analysis shows that the mean gender pay gap is 0.0%, and the median gender pay gap is -1.6%.

This indicates that, on average, there is no material difference in pay between male and female employees across the organisation, with median pay slightly higher for female employees.

Pay Distribution (Quartiles)

The distribution of male and female employees across pay quartiles is consistent, with a higher proportion of male employees across all quartiles. This reflects the overall gender composition of our workforce rather than differences in pay between men and women in comparable roles.

Bonus Gap

The mean gender bonus gap is -212.5%, while the median bonus gap is 0.0%.

Bonus pay in this report includes both bonus and commission payments. The result is driven by a relatively small proportion of employees receiving these payments, with a higher proportion of female employees receiving bonus or commission during the reporting period.

As most employees do not receive bonus or commission payments, the median bonus gap is zero.

