





GBA Logistics Gender Pay Gap Report 2023 – 2024

Published April 2024

UK Gender Pay Gap Reporting

On 6 April 2017, the UK Government introduced mandatory annual gender pay gap reporting for all UK employers with 250 or more employees, under the [Equality Act 2010 \(Gender Pay Gender Information\) Regulations 2017](#). The reporting is based on actual headcount, inclusive of both payrolled full-time and part-time employees, and provides an insight into a Company's gender pay balance.

In order to complete the report, several calculations are produced from employee and payroll data, in line with [statutory guidance](#). These calculations identify the pay quartiles across the organisation, based on normal hourly pay and bonus pay, to establish the average pay split within each quartile for each gender – this is calculated based on median and mean averages:

-  **Median** – employees are split based on genders and are placed in order from lowest paid to highest paid based on their hourly pay (2 calculations are made; one for basic hourly pay and one for basic hourly pay inclusive of bonus payments). The middle figure is identified from these list as the median.
-  **Mean** – employees are split based on genders and a sum of each gender's total hourly pay is calculated divided by the number of employees that fall within each gender to ascertain the mean pay figure for each gender.

GBA Logistics Statement

At GBA Logistics, our people are at the heart of our business. With strong family values, we continue to work hard to ensure equal opportunities for all of our employees, with a particular focus on driving gender parity. We understand the legal and moral obligation we have to drive equality and are committed to continuing to focus on strategies to assist in our effort to better this.

We published our first Gender Pay Gap Report last year (for the year 2022-2023), which highlighted several areas for improvement, in particular, we recognise that the transport and logistics sector in which we operate is typically male-dominated, and we have a responsibility to increase female representation within the industry.

Since publishing last year's report, we have continued to expand our business (7.9% growth in UK headcount from 251 in 2023 to 271 in 2024) and have implemented several strategies to ensure equal opportunities, some of which include:

- 🚩 Benchmarking of salary and benefits within each job level
- 🚩 Continuous review of job descriptions implementation of a skills matrix/personal development review system to ensure regular appraisals and internal career development opportunities
- 🚩 Offering of training and development opportunities at all levels
- 🚩 Developments in our recruitment and selection process, including unconscious bias training for our Hiring Managers and diversity monitoring throughout the recruitment process



Our 2022-2023 Gender Pay Gap Report

Last year was the first year at GBA Logistics that we were required to publish a Gender Pay Gap Report (for the year 2022-2023) as our UK employment figure reached 251 employees.

Our 2022-23 Gender Pay Gap Report highlighted several differences between gender pay:

- 🚩 A large percentage of senior roles within the organisation occupied by male employees (upper percentage: 88.7% male compared to 11.3% female)
- 🚩 The majority of female employees occupied the lower mid – lower quartile (25.4% and 42.9% respectively)
- 🚩 Mean gender pay gap (based on basic hourly pay) of 21.5%
- 🚩 Median gender pay gap (based on basic hourly pay) of 24.9%
- 🚩 More male employees received bonus pay than female employees (26.2% compared to 8.9%)
- 🚩 Mean gender pay gap (based on bonus pay) of 57.1%
- 🚩 Median gender pay gap (based on bonus pay) of 10%

From our overall reported UK headcount of 251, our gender headcount split was 56 female employees and 195 employees (22% female and 78% male split).



Our 2023-2024 Gender Pay Gap Report

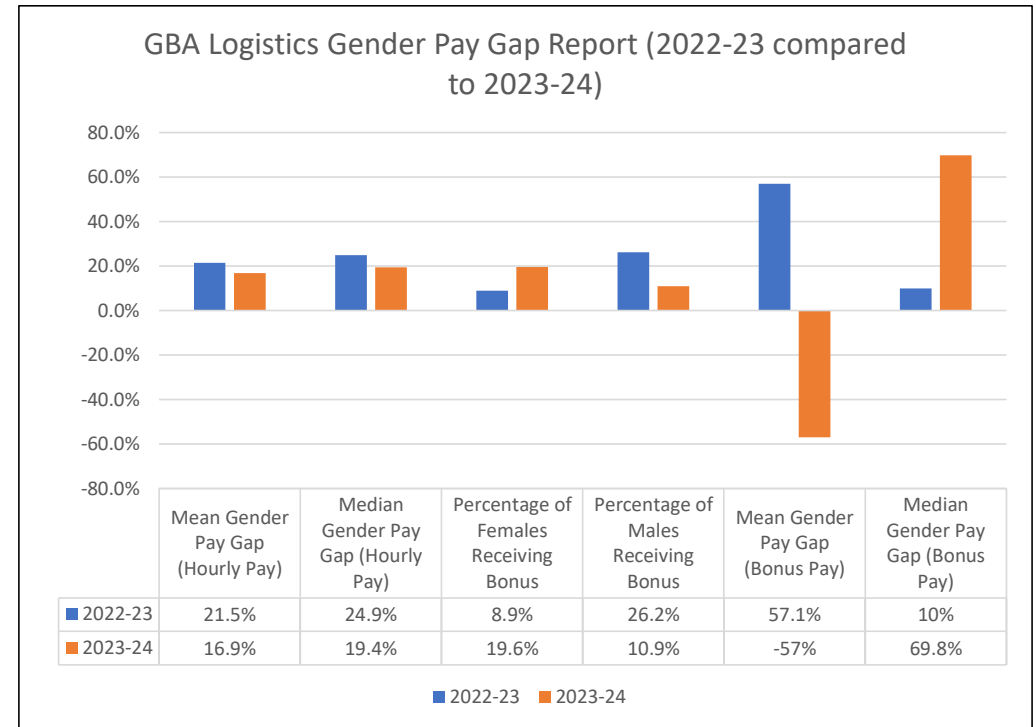
Our 2023-24 Gender Pay Gap Report was published in April 2024, and the calculations are based on a UK headcount of 271 employees.

In order to review our progress since we published our first Gender Pay Gap Report last year, we have entered our data in a side-by-side comparison to last year (see table to right).

We are pleased to see some improvements within our organisation's gender pay gap. It is important to note, however, that the effort to increase gender parity, as within any organisation, takes considerable effort and time to implement, and although the changes may be small at present, we are committed to ensuring our ongoing actions are going to deliver sustained improvements within the years to come.

Some key points worth noting from our 2023-24 Gender Pay Gap Report include:

- Our mean gender pay gap has decreased from 21.5% to 16.9% between the snapshot dates of our 2022-2023 report and 2023-2024 report
- Our median gender pay gap has also decreased from 24.9% to 19.4% between the snapshot dates of our 2022-2023 and 2023-2024 reports
- The percentage of female employees receiving bonuses has doubled from 8.9% to 19.6% between the snapshot dates of our 2022-2023 and 2023-2024 reports



Our 2023-2024 Gender Pay Gap Report (continued)

Continued Overview:

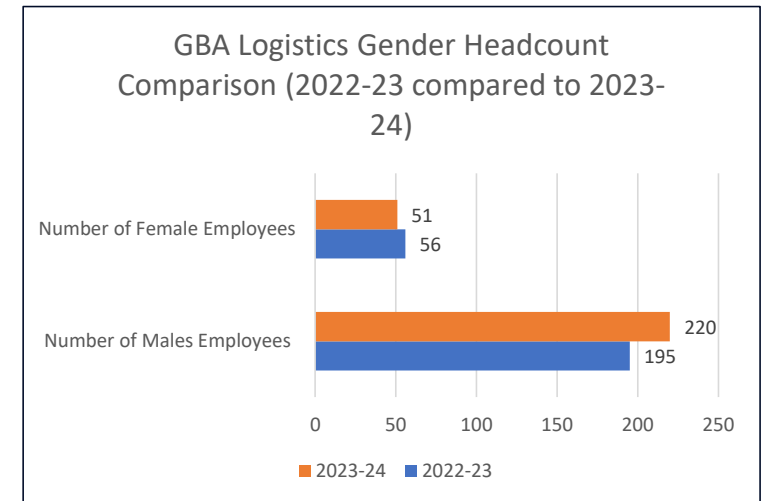
Between the reports from 2022-23 to the current 2023-24, our headcount has increased by 7.9% - to better contextualise our gender pay gap report, we have produced a comparison (see table to right) to compare our gender split.

The gender headcount comparison (see table to right) shows a decrease in female employees between report years of 8.9% and an increase of 12.7% in male employees. Our overall workforce gender split at GBA Logistics in the year 2023-2024 is 18.9% female and 81.1% male; these figures are proportionate to the wider logistics industry as the Chartered Institute of Logistics and Transport (CILT) reported in 2023 that women make up around 1/5 of the workforce within the logistics sector, which highlights a need to increase female representation.

A large percentage (45%) of our workforce are drivers, which has historically been a male-dominated role. Despite our efforts to increase more female drivers, our gender split within driving roles remains male-dominated at 97% male.

Actions for Improvement:

- 🚩 We recognise a need for more targeted recruitment campaigns – a solution may be to use Artificial Intelligence (AI) to check our job adverts to check the use of gender-neutral language to ensure that we are appealing to female candidates
- 🚩 Continue to benchmark salaries/benefits and ensure rigorous processes across the organisation to ensure their fair application





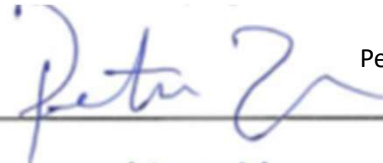
Our Continued Commitment at GBA Logistics

We are pleased to see some notable improvements in our gender pay gap this year compared to the previous year and are committed to ensure that we continue to build on our existing work to improve gender parity within the organisation.

I confirm that the information contained within this report is accurate and complies with the Equality Act 2010 (Gender Pay Gap Information) Regulations 2017.



Signed by: _____



Peter Zak (Managing Director)

Dated: _____

