



# GBA Logistics Gender Pay Gap Report 2024 – 2025


Published April 2025


# UK Gender Pay Gap Reporting

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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.

# Our Statement

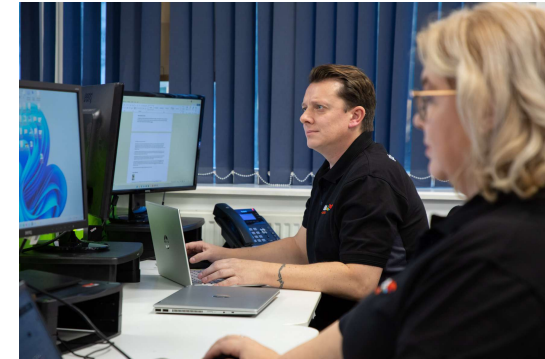
We are a family-owned logistics company which was founded in Lancashire in 1987. Since then, we have expanded our service offerings, headcount, and site coverage, with sites across the UK and Europe, and the development of 2 business units which provide a wide range of services to our customers:

 Global Solutions

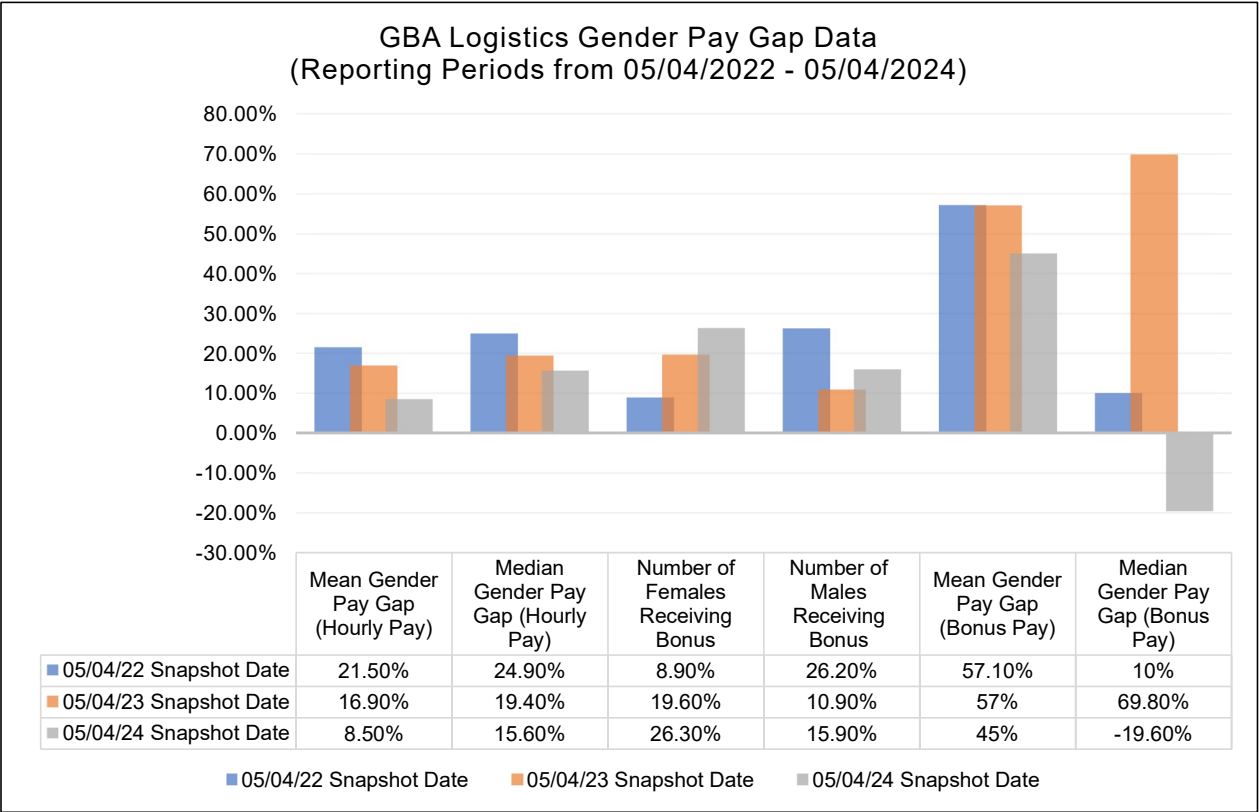
 Freight Services

Our business is underpinned by family values, and we acknowledge that our people are instrumental to our continued growth and success. It is important to us that everyone is given equal opportunities to succeed at GBA Logistics, and as part of our work on Diversity, Equality and Inclusion (DEI), we have placed a particular focus on driving gender parity; we understand the legal and moral obligation that we have to drive equality and are committed to continuing to focus on strategies to assist in our effort to better this. Furthermore, as an employer within the transport and logistics sector, we acknowledge that we have an important role to play, as the industry has been and still is to some degree, a male-dominated.

We were first required to publish our Gender Pay Gap (GPG) in April 2023, as our headcount surpassed 250, and are pleased to have seen notable progress in the years since our initial report.



# Year-to-Year Comparisons



Since we published our first Gender Pay Gap Report (GPG) in April 2023, we are pleased to see noticeable improvements in our Gender Pay Gap year-on-year.

The table on the right shows our mean Gender Pay Gap decreasing by 13 percentage points from 21.5% in 2022 to 8.5% in 2024, and our median gender pay gap has decreased by 9.3 percentage points from 24.9% in 2022 to 15.6% in 2024. These figures indicate that the pay gap between female and male colleagues at GBA Logistics has reduced and therefore improved.

The number of female colleagues receiving a bonus during this timeframe has also increased, by 17.4 percentage points, from 8.9% in 2022 to 26.3% in 2024.

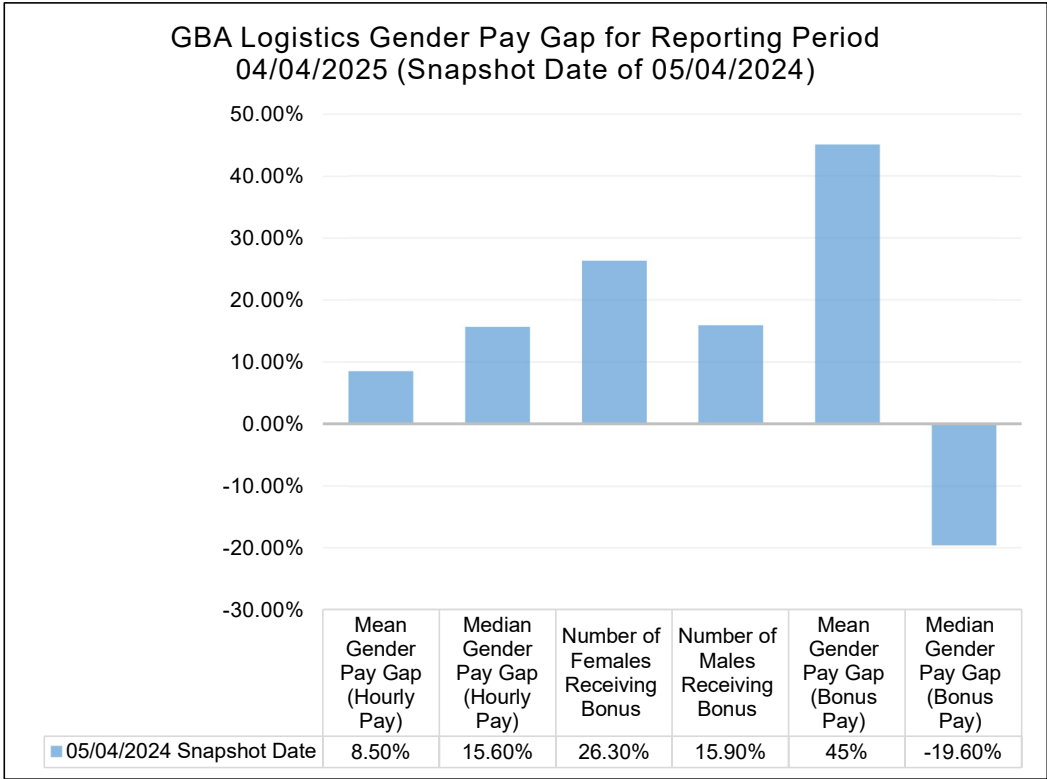
Furthermore, the mean and median gender pay gaps for bonus pay have also improved over the timeframe, and the median Gender Pay Gap for bonus pay highlights a significant improvement in the year from 69.8% in 2023 to -19.6% in 2024, highlighting that female colleagues, based on a median calculation, received more bonus pay than male colleagues.



# Our Current Gender Pay Gap Report

Our Gender Pay Gap for the reporting date of 4<sup>th</sup> April 2025, covers the snapshot date of 05/04/2024 and highlights the following data:

- Mean Gender Pay Gap (based on basic hourly pay) of 8.5%
- Median Gender Pay Gap (based on basic hourly pay) of 15.6%
- More female employees received bonus pay than male employees (26.3% compared to 15.9%)
- Mean Gender Pay Gap (based on bonus pay) of 45%
- Median Gender Pay Gap (based on bonus pay) of -19.6%, which highlights that based on a median average calculation, female employees received more bonus pay than male employees



# Exploring the Contributing Factors

There are multiple contributing factors that we have identified for our Gender Pay Gap – these include:

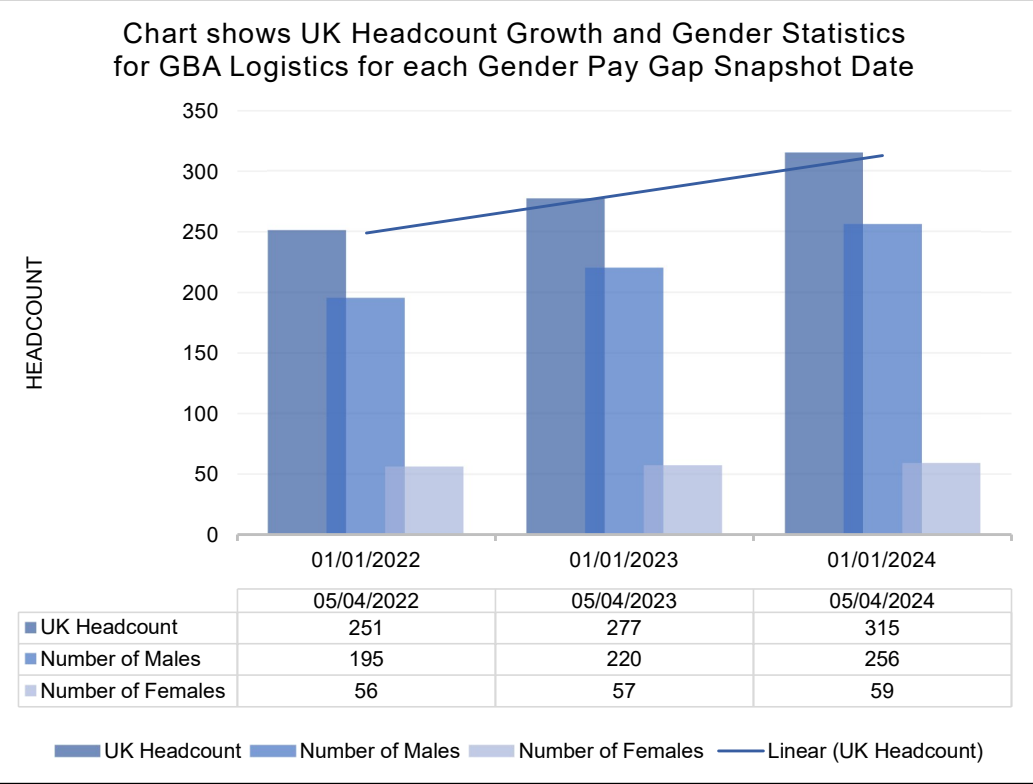
- Our headcount data (majority male workforce)
- Seniority (we have more men than women in senior roles)
- Industry roles (our driving roles are male-dominated, which is representative of the wider logistics and transport industry)

Since we first published our Gender Pay Gap in April 2023, our UK headcount has steadily increase by 25.5%. The table on the right shows the headcount growth for GBA Logistics, from 251 on the snapshot date of 05/04/2022, to 277 on the snapshot date of 05/04/2023, and finally 315 on the snapshot date of 05/04/2024.

During this time period, our headcount data shows that the number of male employees has increased by 32.8% whilst the number of female employees has increased more slowly, by just 5.3% over the same period. Furthermore, the majority of our senior (higher paid) roles are occupied by males (87%) compared to females (13%).

In order to understand this data further, we have completed further analysis into our driver workforce, which has been typically male-dominated within the logistics industry. Within the most recent snapshot period (05/04/2024), our data shows that close to half (46.8% - 149) of our workforce are in driving roles, with just 2.68% (4) of these roles taken by female drivers.





As we noted earlier in this report, the transport and logistics sector is typically male-dominated, and we have a responsibility as an employer within this sector to increase female representation.



# Our Strategy to Improve our Gender Pay Gap



In order to further reduce our Gender Pay Gap (GPG) at GBA Logistics, we have identified several strategies that we intend to implement:

-  **Further development of our HR policies and practices to promote diversity**
-  **Enhancement of our internal career mobility practices**
-  **Strengthening of our performance evaluation processes**
-  **Reviewing salary bands and ensuring objective criteria is consistently applied**

We are pleased to see notable improvements within our organisation's Gender Pay Gap year-on-year, however, we acknowledge that we still have further progress to make in order to continue to reduce our gender pay gap. It is important to note that the effort to increase gender parity often takes time and resources to implement, and is part of our long-term strategy on Diversity, Equality and Inclusion (DEI).



## Our Continued Commitment at GBA Logistics



Our gender pay gap data for this year highlights some significant improvements in closing the Gender Pay Gap, which we are pleased to see. In order to continue to reduce our Gender Pay Gap, we acknowledge that further resources and investments are required; nevertheless, we remain committed to our efforts to improve gender parity within GBA Logistics.

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



Signed by:   
Peter Zak (Group Managing Director)

Dated: 14.4.25

