LOGISTICS UK

Gender Pay Gap Report

2025

Logistics UK are committed to creating an inclusive place to work where everyone feels valued and rewarded fairly for their contributions to our success.

By upholding our Company values of Togetherness, Excellence, Reputation and Dynamism, we demonstrate our commitment to support, shape and stand up for a safe and efficient Logistics industry.

About our report

Companies employing more than 250 employees are required to report their Gender Pay Gap report by 5th April each year. Through comparing the average hourly pay that female and male employees receive, these reports help to identify any pay gaps and inequalities that an organisation may have between pay for female and male employees. Gender Pay Gap reports provide an important insight into where action may be needed and assists with tracking progress towards gender pay equality.

This report outlines the differences in average earnings between men and women within Logistics UK. As an organisation we are committed to monitoring pay to make sure employees are paid equally for doing equivalent roles throughout the business.

Hourly Pay Gap

MEAN HOURLY PAY GAP

MEDIAN HOURLY PAY GAP

The information above illustrates the median and mean hourly gender pay gap among our employees based on the data collected on April 5th, 2025. Our calculations demonstrate that there is a 13.2% difference between salaries earned by male and females when calculated using the mean average. When applying the median average, females are paid 16.8% less than male colleagues.

Analysis of our gender pay gap identify several contributing factors, with the differences partly due to the number of males and females employed in senior executive positions. As Logistics UK has a higher number of males in executive roles the figures are skewed towards a higher percentage.

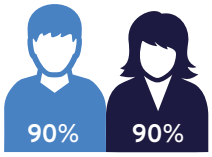
Another contributing factor is our commitment to family-friendly policies that support employees with caring or family responsibilities. Whilst we are proud of our family-friendly policies, we acknowledge that they can have unintended consequences for our gender pay gap. Through offering flexible working opportunities, we have a number of individuals that opt to work part time. It is primarily female employees that work part time at Logistics UK, resulting in a significant impact on our results.

The Logistics sector also recognises the industry wide challenge it faces to engage and attract diverse talent. Collectively, we are striving to address the imbalance through initiatives such as Generation Logistics, which Logistics UK are proud to support and promote. These programs are crucial to attract new talent and the next generation of logistics professional from “All backgrounds. All skillsets. All ambitions”.

While we recognise we still have work to do to overcome the imbalances, creating a more diverse and inclusive industry and workplace, it is also important to note that our gender pay differences are not necessarily indicative of gender bias or discrimination. They reflect a multitude of factors; not limited to the aforementioned industry challenges, male and female employee distribution in different roles across the organisation and our commitment to flexible, family friendly policies.

We have seen a significant decrease in our pay gap over the last few years and remain committed to ensuring our practices and policies are fair to all employees, that we thoroughly scrutinise annual salary reviews and address any gaps.

Bonus pay gap



PROPORTION
RECEIVING A BONUS

MEAN
BONUS PAY GAP

MEDIAN
BONUS PAY GAP

At Logistics UK our Commercial team bonuses are used to recognise and reward hard work and achievement. We are dedicated to ensuring that these bonus schemes are both fair and equitable, with bouses paid based on individual and departmental performance. Additionally, in 2025 Logistics UK awarded all employees not already in a commercial bonus scheme, a bonus in recognition of the hard work and success delivered across the business during 2024. This has positively impacted our bonus figures with 90% of our female and 90% of our male employees receiving a bonus. It also explains why our median bonus figure is 0%.

(The Gender Pay Gap calculation require us to include casual workers employed on the snapshot date in our calculation; these individuals were not eligible to receive a bonus.)

Pay quartiles

The following graphs illustrate the distribution of our female and male employees across four equal pay quartiles.

We would like to confirm that the data reported here is accurate.

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