

## Logistex Limited Gender Pay Gap 2023/2024

### What is the gender pay gap?

The gender pay gap shows the difference in the average hourly earnings of men and women across an organisation regardless of their roles or industry sectors. The statistics can be affected by a range of factors, including the different number of men and women across all roles within the workforce. Logistex is required by law to publish an annual gender pay gap report. This is the report for the snapshot date of 5 April 2024.

### Employer of Choice

An objective of Logistex is to be an employer of choice for all current and prospective colleagues. We are committed to providing a diverse and inclusive workforce with no tolerance of any discrimination of any type.

Following a management buyout (MBO) in 2011, when we employed 206 people, we have grown to in excess of 270 colleagues and have, and continue to offer, a number of working practices to all out staff, to include but not limited to;

- Hybrid working.
- Flexible working hours.
- Job share.
- Additional colleague benefits, including but not limited to, private medical cover.
- Additional holiday buy option.
- Colleague recognition awards.

### The difference between men and women

	Mean	Median
Pay Gap	7%	20%
Bonus Gap	1.8%	0%

### Percentage of men and women in each pay quartile

Quartile	Female	Male
Lower	15%	85%
Lower Middle	3%	97%
Upper Middle	11%	89%
Upper	8%	92%

Logistex is confident that its gender pay gap does not stem from paying men and women differently for the same or equivalent work. Rather, its gender pay gap is the result of the roles in which men and women work within the organisation and the salaries that these roles attract.

### How do we compare nationally?

Across the UK economy as a whole, men are more likely than women to be in senior roles (especially very senior roles at the top of the organisation). While women are more likely than men to be in front-line roles at the lower end of the organisation. In addition, men are more likely to be in engineering, technical and IT-related roles, which attract higher rates of pay than other roles at similar levels of seniority.

Women are also more likely than men to have had breaks from work that have affected their career progression, for example, to bring up children. They are also more likely to work part-time, and many of the jobs that are available across the UK on a part-time basis are relatively low paid.

The pattern from the UK economy as a whole is reflected in the make-up of the Logistex workforce, where the majority of clerical administrators are women, while the majority of engineering, line managers and senior manager roles are held by men. In addition, most of the relatively highly paid e-commerce roles are held by men and not women.

The vast majority of organisations have a gender pay gap, and we are pleased to be able to say that Logistex has narrowed the gap further and remains comparable with that of other organisations within the same industry.

### **What is Logistex doing to address its gender pay gap?**

While Logistex gender pay gap compares favourably with that of organisations within the skilled trades sector, this is not a subject about which Logistex is complacent, and it is committed to doing everything that it can do to reduce the gap. However, Logistex also recognises that its scope to act is limited in some areas. It has, for example, no direct control over the subjects that individuals choose to study or the career choices that they make.

To date, the steps that Logistex has taken to promote gender diversity in all areas of its workforce include the following:

Appointing a Head of People, who will take responsibility for addressing any areas of concern in relation to any pay gaps, to include;

- Creating an evidence base: to identify any barriers to gender equality and inform priorities for action. In 2017 Logistex introduced gender monitoring to understand the following:
- The proportion of men and women applying for jobs and being recruited.
- The proportion of men and women applying for and obtaining promotions.
- The proportion of men and women leaving the organisation and their reasons for leaving.
- Take-up of flexible working arrangements by gender and level within the organisation.
- The proportion of men and women who return to their original job after a period of maternity or other parental leave.
- The proportion of men and women still in post a year on from a return to work after a period of maternity or other parental leave.

Logistex flexible working policy was substantially revised in February 2018 to make it clear that colleagues in all areas and levels of the organisation will be considered for flexible working regardless of their role and level of seniority, and that flexible working need not be limited to part-time working.

Post Covid-19 restrictions, Logistex introduced further flexible working arrangements by way of hybrid working for its Head Office based colleagues. This has made vacancies more attractive to potential future candidates and encouraged a broader balance of male/female split in applications.

None of these initiatives will remove the gender pay gap, and it may be several years before some have any impact. In the meantime, Logistex is committed to reporting on an annual basis on what it is doing to reduce the gender pay gap and the progress that it is making. Right now, Logistex has plans to extend its evidence gathering to include qualitative data. It will do this through a consultation exercise across all areas and levels of the organisation to identify the barriers (and the drivers) for women colleagues.

In the coming year, Logistex is committed to:

- Continuing to review its policy on bonus payments. Logistex have introduced a Employee Ownership Trust (EOT) bonus scheme which means that all colleagues may receive a Tax-free bonus of up to £3,600 per year.
- Continuing to coach hiring managers to understand the positives of hiring a new recruit with transferable skills from outside of the sector. In doing this, it broadens the scope to hire people from less gender bias sectors.
- Strengthening its education-partnering pilot scheme with local colleges and universities, to raise young people's awareness of the different career opportunities available within the engineering and IT sector, and to help dispel any misperceptions and stereotypes.

Any further initiatives launched throughout the year will be reported via the Company newsletter.

I, Louise Church, Head of People, confirm that the information in this statement is accurate.

*Louise Church*  
**Head of People**

29<sup>th</sup> April 2025