

## Abbey Logistics Group Limited Gender Pay Gap Report

Snapshot date – 5<sup>th</sup> April 2024

# Gender Pay Gap Report

Abbey Logistics are a leading logistics food and non-food service provider operating across a wide variety of sectors in the UK. We remain the UK's largest bulk food and non-food road tanker company, specialising in liquids and powders distribution.

We are also proud of our growing reputation in various tanker distribution sectors including bulk Warehousing services.

Our Gender Pay Gap Report is based on the snapshot date of 5<sup>th</sup> April 2024. At this date, Abbey employed 562 colleagues with 510 (90.75%) being male and 52 (9.25%) being female.

The Logistics Industry has historically employed a larger proportion of males than females in driving roles as traditionally it is more difficult to attract female candidates to the industry to fill these roles. The Logistics Industry has seen recent challenges on driver shortages and this in part has increased Diversity across the Logistics industry, however the increase was insufficient to have any significant impact our gender pay gap. Within Abbey Logistics Group, the largest proportion of our workforce are HGV drivers and vehicle workshop colleagues. These roles account for 77% of our total headcount.

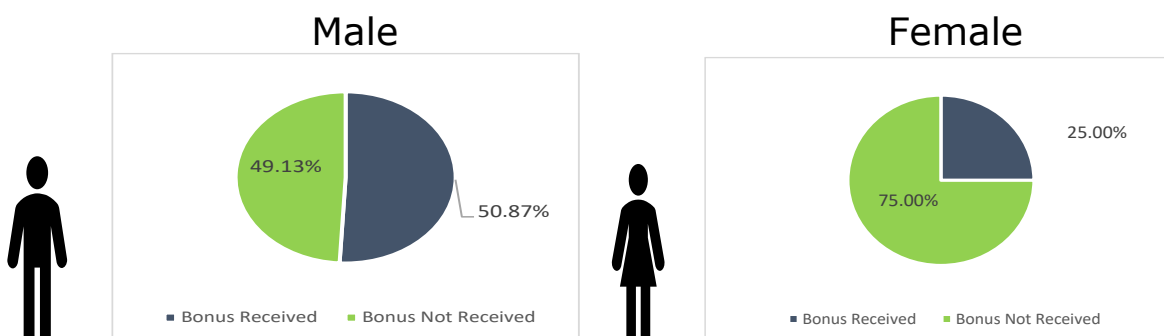
The mean gender pay gap is calculated by comparing the difference in the average pay of men and women as separate groups.

The median pay gap is calculated by comparing the difference in the hourly rate of pay for the respective man and woman at the mid-point of the group.

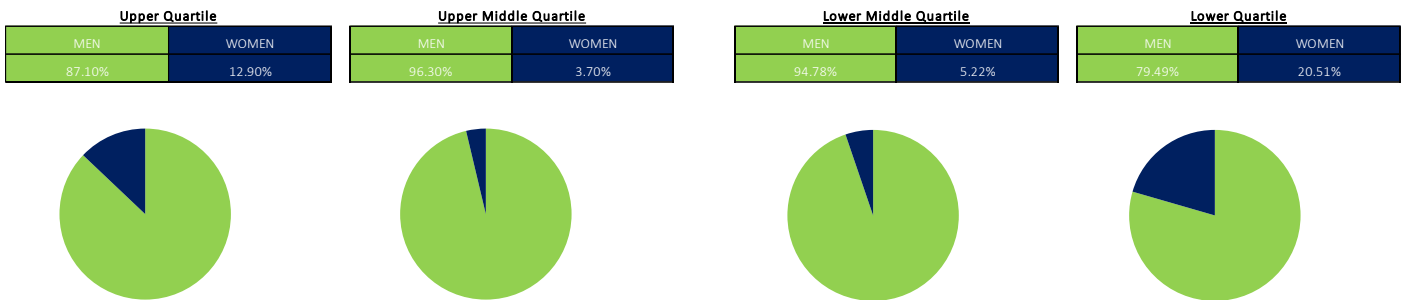
### Pay and Bonus Gender Gap

	MEAN	MEDIAN
PAY	3.79%	7.77%
BONUS	-107.39%	-53.85%

### Proportion of colleagues awarded a bonus in the period



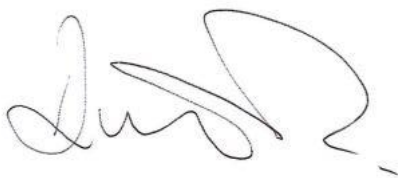
## Proportion of males/females in each quartile pay band



### Action plan

Our business continues to monitor salaries to ensure equality across our workforce. Our Diversity and Modern Slavery training continues periodically to ensure colleagues have a greater understanding of the value of Diversity within our Organisation. We have various methods of communication allowing colleagues to raise any concerns they may have (without retribution) about Diversity and/or Modern Slavery. We conduct annual pay reviews to ensure alignment of pay and benefits within each discipline and across the sector. Our Apprenticeship programme continues to change perception about gender and talent within Logistics. We relaunched our talent development programme across our business. This programme enables our business to broaden our network of talent (regardless of gender or ethnicity) and create pathways to greater opportunities for current and future colleagues of Abbey Logistics. We will continue to review our recruitment procedures annually to ensure alignment with our Diversity Policy. Our business will continue to work with external organisations, encouraging young people (regardless of Gender or ethnicity) to pursue a career within logistics.

I confirm the data within this report is accurate and published in accordance with the gender pay gap report guidance and regulations.



David Patten  
CEO



Sally Nolan  
HR Manager