

## Abbey Logistics Group Limited Gender Pay Gap Report

Snapshot date – 5<sup>th</sup> April 2023

# 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 bulk Warehouse services.

Our Gender pay gap report is based on the snapshot date of 5<sup>th</sup> April 2023. At this date, Abbey employed 591 colleagues with 543 (91.88%) being male and 48 (8.12%) being female.

The Logistic Industry consists of a larger proportion of males than females particularly in driving roles. Our Organisation mirrors the industry challenge in that the logistics industry traditionally finds it is more difficult to attract female candidates for Driving roles. In additional manual support roles such as Vehicle Mechanics and Washbay remain unattractive to females seeking positions in the industry. Consequently, the largest proportion of our workforce are males covering HGV Driver, vehicle mechanics and vehicle wash roles. These roles account for 80% of our total headcount.

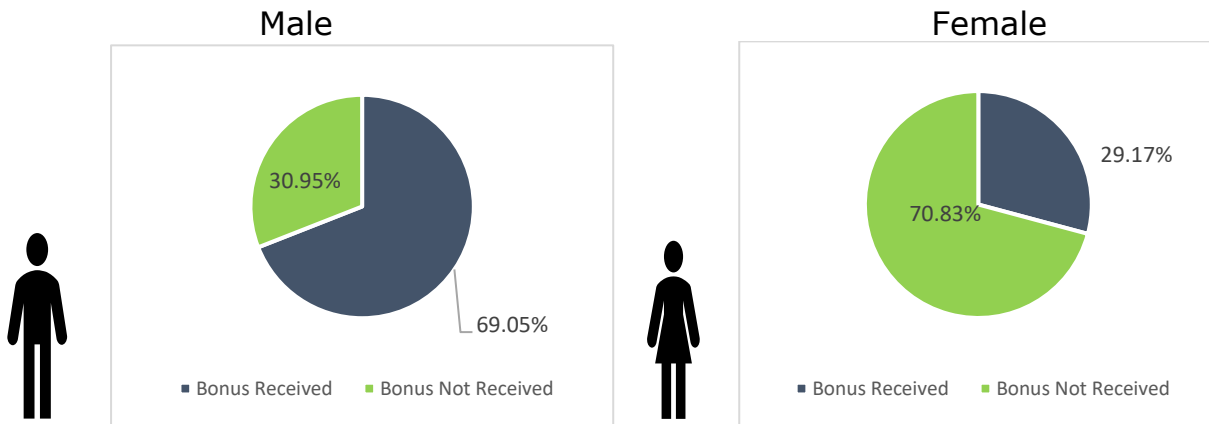
In this report, the mean gender pay gap is calculated by comparing the difference in the average pay of men and women as separate groups.

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.

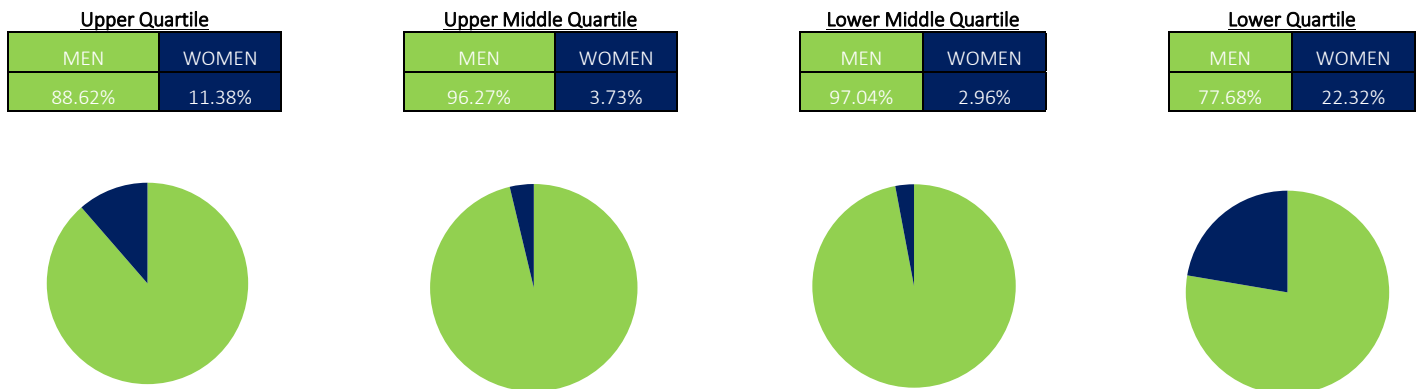
### Pay and Bonus Gender Gap

	MEAN	MEDIAN
PAY	5.96%	12.74%
BONUS	20.39%	-22.04%

Proportion of colleagues awarded a bonus in the period.



Proportion of males/females in each pay quartile



## Action plan

ALG deliver Diversity and Modern Slavery training periodically to our People Managers and Senior Leaders. Training is focused on Leaders who can influence Diversity across our business. We maintain various channels of communication allowing colleagues to raise concerns about Diversity and/or Modern Slavery. We monitor Diversity and we conduct benchmarking to ensure alignment of pay and benefits across our organisation.

We support local schools with career events and utilise our Intern and Apprenticeship programmes to introduce new talent to the industry. Each programme aims to change perception about 'gender' and the variety of opportunities within Logistics. Our talent development programme upskills colleagues to meet the current and future needs of our business. This enables our business to broaden our network of talent (regardless of gender or ethnicity) creating pathways to greater opportunities. We review our recruitment procedures annually to ensure alignment with our Diversity Policy and our business will continue to work with external organisations, encouraging young people (regardless of Gender or ethnicity) to pursue a career within logistics.



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

David Patten  
**CEO**

Marcia Findlay  
**Human Resources Director**