

# Gender Pay Gap Report

Abbey Logistics is a leading provider of food and non-food logistics services across a wide range of sectors in the UK. We remain the largest bulk food and non-food road tanker company in the country, specialising in the distribution of liquid and powder products.

We are also proud of our growing reputation in wider tanker distribution services, including bulk warehousing solutions.

This Gender Pay Gap Report is based on the snapshot date of **5 April 2025**. On this date, Abbey Logistics employed **540 colleagues**, of whom **491 (90.02%) were male** and **49 (9.98%) were female**.

## Industry Context

The logistics industry has historically employed a significantly higher proportion of men, particularly in driving roles. Attracting female candidates into these roles continues to be a sector-wide challenge. Although recent driver shortages have encouraged greater diversity across the industry, this has not yet been sufficient to materially influence our gender pay gap.

At Abbey Logistics Group, the majority of our workforce are **HGV drivers and vehicle workshop colleagues**, representing **71%** of our total headcount. These operational roles continue to be predominantly male across the entire logistics sector.

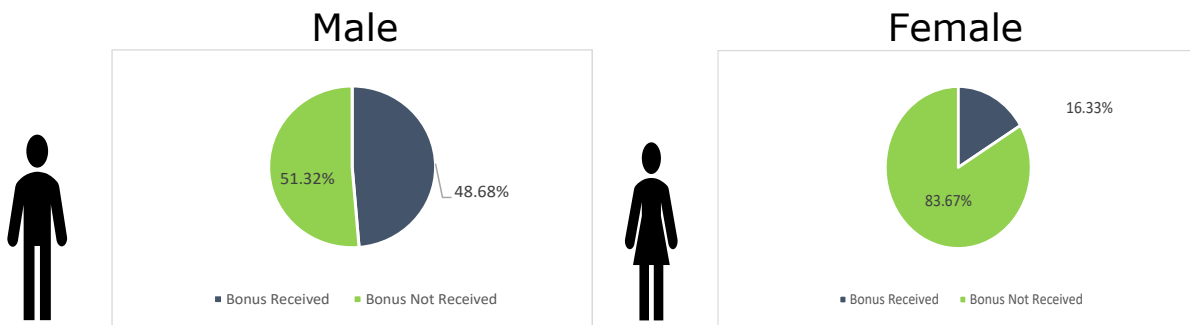
## Understanding the Metrics

- **Mean Gender Pay Gap**  
The mean pay gap represents the difference between the average hourly pay of men and women.
- **Median Gender Pay Gap**  
The median pay gap compares the hourly pay of the middle-ranking man and woman when all employees are lined up from lowest to highest paid.

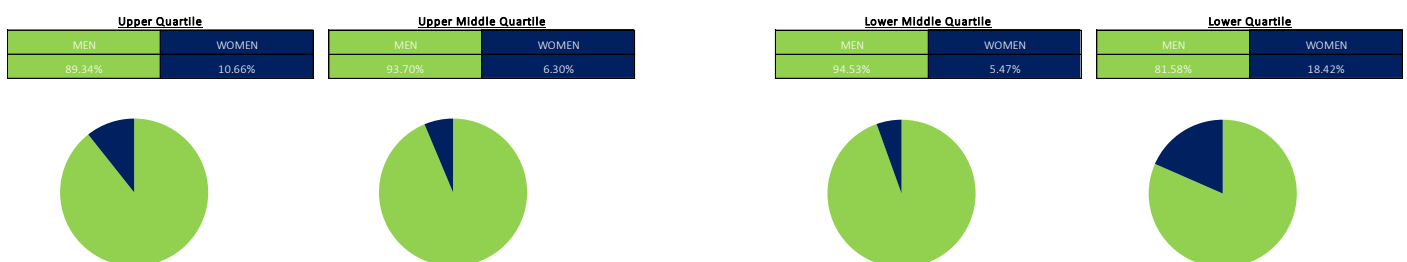
## Pay and Bonus Gender Gap

	MEAN	MEDIAN
PAY	5.54%	5.70%
BONUS	9.10%	-36.71%

## Proportion of colleagues awarded a bonus in the period



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



## Action Plan

Abbey Logistics is committed to fair and equal pay across our organisation. Our ongoing actions include:

- **Regular monitoring of salaries** to ensure equity across all roles and departments.
- **Continued Diversity and Modern Slavery training** to support understanding and awareness of our commitments.
- **Multiple communication channels** enabling colleagues to raise concerns confidentially and without fear of retribution.
- **Annual pay reviews**, ensuring alignment of pay and benefits within each discipline and against sector benchmarks.
- **Active Apprenticeship programmes** that help challenge perceptions about gender and career pathways in logistics.
- **Relaunch of our talent development programme**, supporting career progression and expanding opportunities for colleagues regardless of gender or ethnicity.
- **Annual reviews of recruitment processes** to ensure consistency with our Diversity Policy.
- **Collaboration with external organisations** to encourage young people—regardless of gender or background—to consider a career in logistics.

## Statement of Accuracy

I confirm that the data within this report is accurate and has been prepared and published in accordance with the Gender Pay Gap reporting guidance and regulations.



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