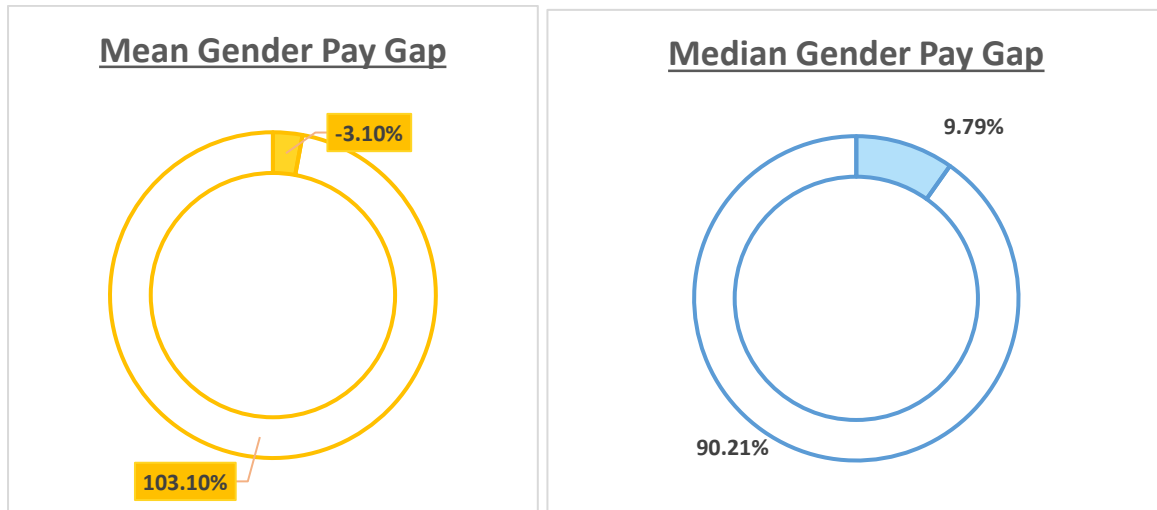


Gender Pay Report 2022-23



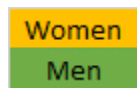
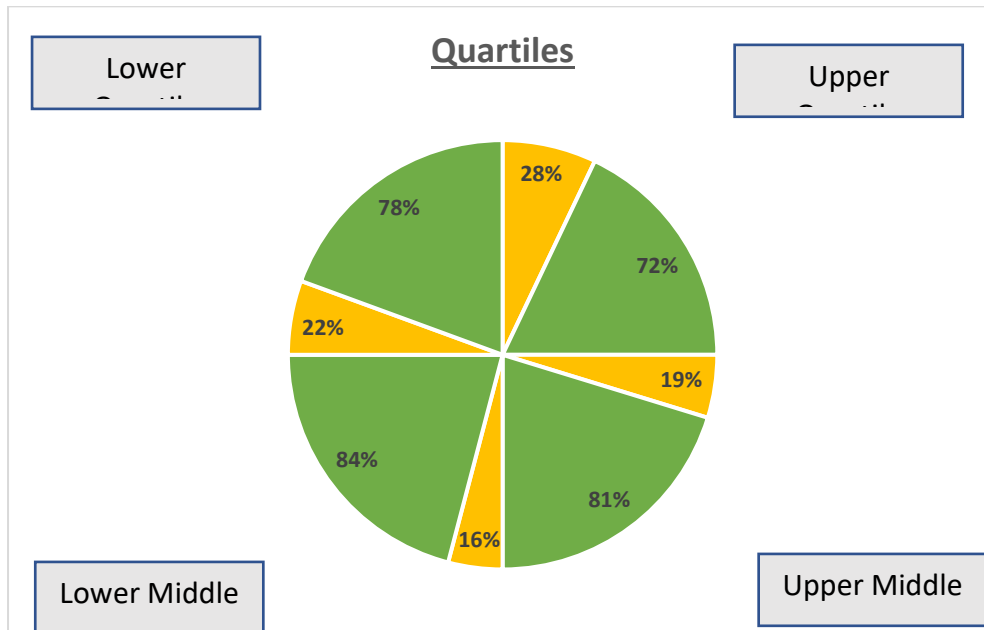
Our gender pay gap

Based on employees' hourly rates of pay as at 5 April 2023, our gender pay gap is (3.10)% (mean) and 9.79% (median).

The mean average shows an improvement from last year (1.23% - 2022) showing women earn more on average than men. The median pay gap has increased since last year (4.86% - 2022).

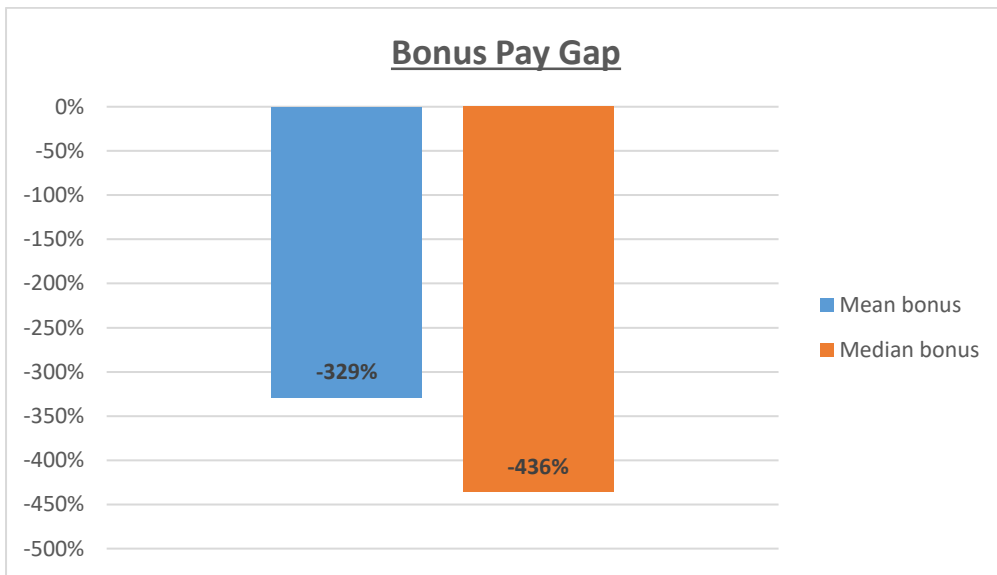
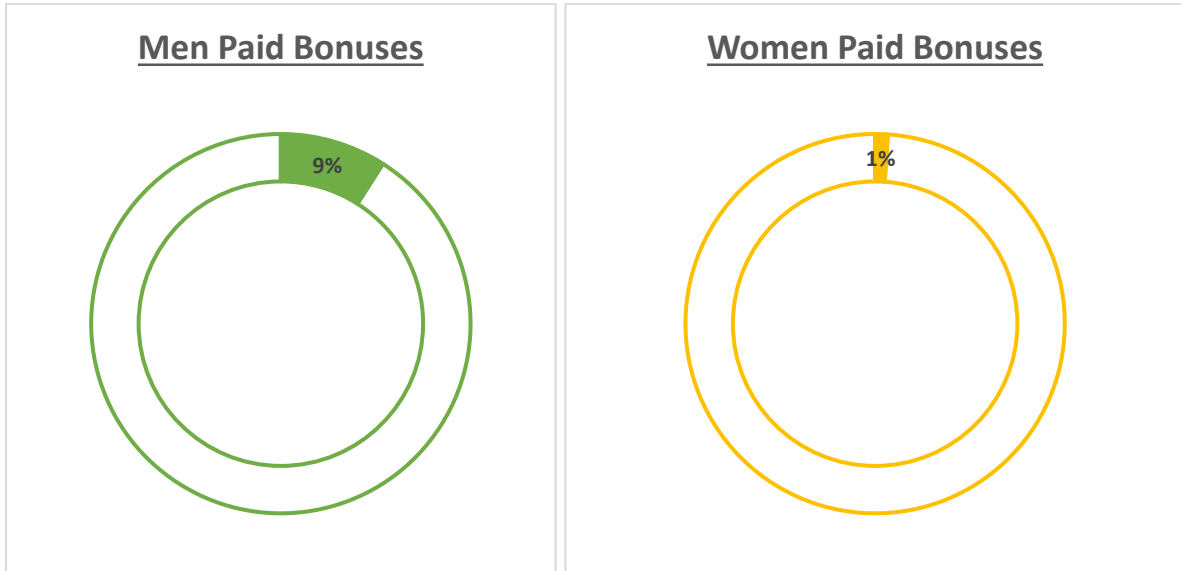
Pay quartiles

The chart below shows the proportion of women and men in the four quartiles. Overall, our workforce remains 74% male, as many of our roles are culturally male-dominated, such as HGV drivers, production shift workers, and engineers.



Our bonus pay gap

In the period 6 April 2022 to 5 April 2023 only a small number of individuals received a management bonus. Bonuses were also paid to drivers (all male) achieving quarterly KPIs and employees receiving vouchers as part of the long service award celebrations. The long service award celebration that would have normally taken place in year was postponed until the following year and so no data relating to long service awards is included in the below data.



I confirm that the data reported is accurate.



Flemming Munck
Finance Director

March 2024



Andy Llewellyn
HR Director

March 2024