

The background of the page features a repeating pattern of orange hexagons. Each hexagon is outlined with a white dashed line, creating a 3D effect of stacked cubes. A white rectangular box is positioned on the left side of the page, containing the title text.

Gender Pay Gap Report

April 2022

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Introduction

GXO Logistics UK Limited (GXO) welcomes the government's initiative to have companies publish their gender pay gap. This report is based on data as at 5th April 2022 - covering the four legal entities within the GXO Group:



GXO Logistics
UK Limited



GXO Logistics
FST Limited



GXO Logistics
Drinks Limited



GXO Logistics
UK II Limited



A few words from our HR Director

There have been various factors affecting the climate in 2022 and there are still challenges being faced after the COVID-19 pandemic which has impacted businesses across the industry. These factors have had an influence on the gender pay gap for 2022. Within our industry, we have been confronted with the shortage of drivers as an additional influencing factor.

We are continuously striving to reduce the gender pay gap and increase our female representation, by ensuring we are supporting our employees through our talent acquisition, development processes, family friendly policies and diversity and inclusion programmes.

The way we work is changing and all teams across the business are working collaboratively, to ensure we are adapting to our employee's needs and become an employer of choice. We have been proud of the movements our diversity and inclusion team have made, allowing us to provide support to all communities.

As of April 2022, our female representation stayed constant at 25% - GXO are proud of being above the market average since 2018. In relation to the GXO Logistics UK Limited entity, our mean pay gap has reduced from 13.8% in 2018, down to 11.5% in 2022; and the number of women in our upper pay quartile has risen from 11.26% in 2018, to 14.13% in 2022. We have more to do, but we are committed to continuously implement change.

We confirm that the data reported is accurate. In accordance with the Equality Act 2010 (Gender Pay Gap Information) Regulations 2017, GXO is required to carry out this Gender Pay Gap reporting.

- Mark Simmons, HR Director - UK & Ireland

Be safe

Be inclusive

Make an impact

Change the game

Deliver results

Gender pay gap in hourly pay

Our mean gender pay gap at present is 12.18% for GXO - from a total of 31,000 employees.

GXO Logistics UK Ltd



● 5,620 females | 26%
● 15,743 males | 74%

GXO Logistics FST Ltd



● 660 females | 26%
● 1,909 males | 74%

GXO Logistics Drinks Ltd

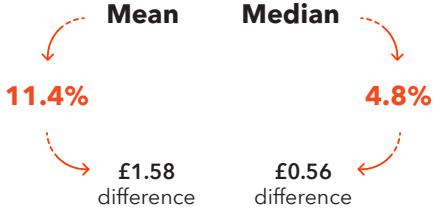
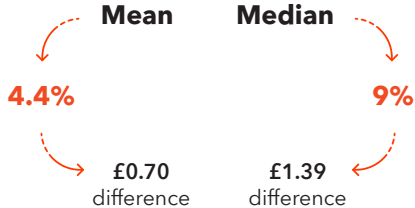
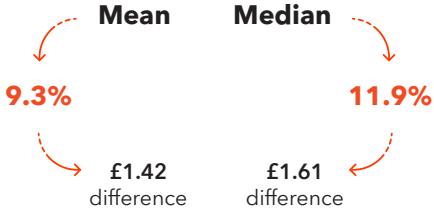
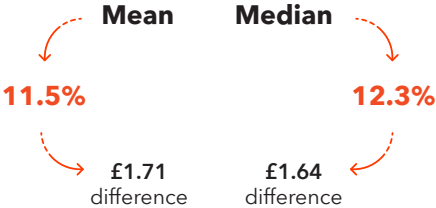


● 181 females | 11%
● 1,405 males | 89%

GXO Logistics UK II Ltd



● 2,344 females | 43%
● 3,138 males | 57%



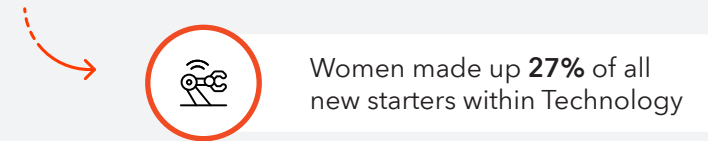
Recruitment and attraction

Meet one of our Driver Academy graduates - Sharon Shailer, who passed her LGV C+E on her very first attempt, with barely a minor fault to be seen! Hear what she had to say about this fantastic development programme below:

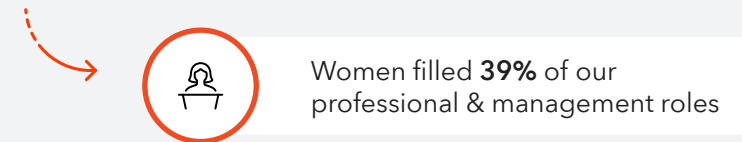
“Having started as an Administrator, the Driver Academy offered me great career prospects - especially as I had always enjoyed driving! In a male-dominated industry, I was hugely proud to drive such a large vehicle. With a great instructor who puts you at ease, I’d love to see more females considering this as a career.”



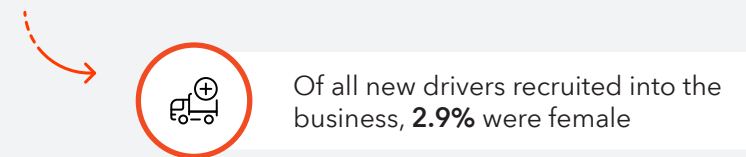
In 2022, some of our traditionally male predominant roles saw positive growth.



Women made up **62%** of all new starters within Finance



Our growing apprentice pipeline was made up of **41%** females



The Driver Academy programme saw **6%** female graduates in 2022



Gender pay gap in quartile figures

GXO Logistics UK Ltd



Upper quartile



Upper middle quartile



Lower middle quartile



Lower quartile



GXO Logistics FST Ltd



Upper quartile



Upper middle quartile



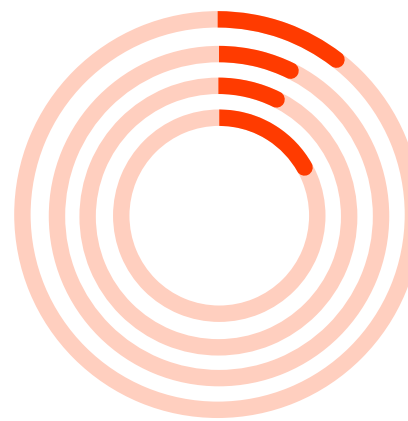
Lower middle quartile



Lower quartile



GXO Logistics Drinks Ltd



Upper quartile



Upper middle quartile



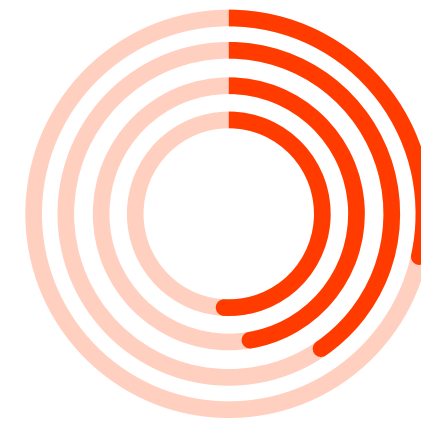
Lower middle quartile



Lower quartile



GXO Logistics UK II Ltd



Upper quartile



Upper middle quartile



Lower middle quartile



Lower quartile



Equality and inclusion

Mencap partnership

We have been supporting a number of individuals with learning difficulties to find work within GXO, through the assistance of Mencap. The scheme involves a 16-week traineeship programme, which focuses on embedding safe systems at work and ensuring the individuals feel comfortable within a working environment.

Bristol DWP partnership

The fantastic team at our Bristol site have been working closely with Bristol DWP, building a partnership to support refugees within the area. With site visits, translators and transport organised to support these individuals, we're proud to confirm that this process has been a great success. This scheme has enabled us to employ and welcome some great refugees to GXO.

Female Development Programme

Our Ecommerce Business Unit kicked off the launch of a brand new Female Management Development Programme. Delivered from a female perspective, this programme responds to how females feel, react, respond and digest key topics. Split into six modules, the course provides some of our talented females with the tools, guidance and mentors to increase their self awareness and impact.



In our overall business, we have a higher proportion of male employees to females, which puts more males in a position to be eligible for a potential bonus. However, we are proud to say that the proportion of females in the upper pay quartile is growing, as is the proportion of females eligible for a bonus.

Gender pay gap in bonus pay

£ gap shown is the monthly differences in bonuses paid

GXO Logistics UK Ltd



● 2,370 females | 42.2%
● 6,913 males | 43.9%

GXO Logistics FST Ltd



● 322 females | 48.7%
● 1,173 males | 61.4%

GXO Logistics Drinks Ltd



● 52 females | 28.5%
● 599 males | 42.6%

GXO Logistics UK II Ltd



● 1,983 females | 46.8%
● 2,923 males | 54.5%

