

Gender Pay Gap Report

December 2023

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Introduction

We are committed to being an inclusive employer, treating everyone fairly and adapting to individual employee needs. We are pleased to complete our first Gender Pay Gap Report for the Republic of Ireland and share our progress in narrowing the gender pay gap.

The current legislation states that companies with 250 employees must report on the gender pay gap. However, we have also conducted analysis on our legal entities that have 50 employees, so that we can compare our progress in 2025 when the legislation requirements are due to change.

With the logistics industry being historically heavily male dominated, we are continuously seeking to find ways to enhance our female representation. To enhance our female representation and develop our employees, we have some key actions:

- Recruiting and training more female drivers within the next two years – ensuring our higher paid roles are open for all.
- Increasing female agency workers on site, as many of our agency colleagues become permanent GXO employees. This will then encourage an increase of female representation at our sites.
- Encouraging employees to participate in the GXO Female Development Programme – a management development course which is delivered from a female perspective, responding to how females feel, react and respond to key topics.

- Mark Simmons, Senior Vice President – Human Resources (UK & Ireland)

Be safe

Be inclusive

Make an impact

Change the game

Deliver results

GXO Logistics Ireland Limited

GXO Logistics Ireland Limited has 54 employees within the entity – as all colleagues are full-time employees, we cannot report on part-time or temporary employees. Due to the majority of the female employees being within senior roles, the pay gap is in favour of our female population.

There is an even split of male and female recipients for both the bonus and Benefit In Kind (BIK) scheme; the female percentage is higher due to the female population within the entity being lower than the male. Although there is a female led gender pay gap, due to the size of the population, the data may not be as reliable as it would be for a larger population.

Pay gap

Mean	Median
-27.64%	-39.20%

Based on snapshot data - 30 June 2023

- 5 females | 9%
- 49 males | 91%

Pay quartiles

	Female	Male	Total
Lower	14.29%	85.71%	14
Lower middle	0%	100%	13
Upper middle	0%	100%	13
Upper	21.43%	78.57%	14

Benefit In Kind (BIK)



- 7% of all colleagues in
- 40% of females
- 4.08% of males

Bonus pay



- 7% of all colleagues in
- 40% of females
- 4.08% of males

GXO Logistics UK II Limited - Irish Branch

GXO Logistics UK II Limited - Irish Branch has a larger population, with a good representation of both males and females within the entity. The largest pay gap is between our part-time (PT) employees – although the number of males and females working part-time is equal, the data indicates that many males within this population are working unsocial hours. Due to this, they have a higher rate of pay in comparison to the females working part-time. In terms of quartiles, the split is close apart from the upper quartile, due to there being more males in higher paid roles.

As no employees are in receipt of Benefit In Kind, we cannot provide any data on this. However, the bonus data confirms that more females received a bonus – with a lot of our bonuses being issued after peak periods.

● 108 females | 43%
 ● 141 males | 57%

Pay gap

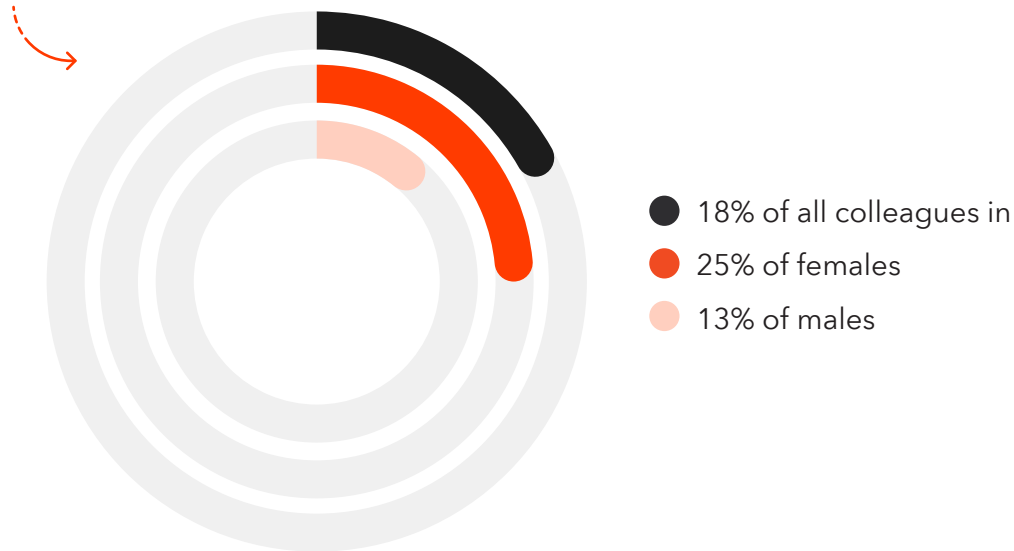
	Mean	Median
All	3.84%	0.69%
PT	13.05%	9.64%
FT	2.54%	0.15%

Based on snapshot data - 30 June 2023

Pay quartiles

	Female	Male	Total
Lower	43.55%	56.45%	62
Lower middle	50%	50%	62
Upper middle	45.16%	54.84%	62
Upper	34.92%	65.08%	63

Bonus pay



Colleague testimonial

“Having already enjoyed 22 years with GXO, I have had so many opportunities to enhance my knowledge and skills. Developing through GXO University’s many initiatives, alongside the business continuously bringing new challenges – there’s never a dull moment!

My team is like a family to me where inclusion, diversity, loyalty and trust are all part of our collective mindset – one of the many reasons I enjoy working for GXO.”

- Breda Murphy, Operations Manager

