

Gender Pay Gap Reporting - 5th April 2024

Gender pay reporting requires employers with more than 250 employees to publish statutory calculations every year to identify the gap between male and female employees.

This report is for data collected on April 5th, 2024 and is based on a workforce of 315 (excluding our offices in Turkey and the USA)

DGL operate set wage parameters for each role within the business and operate a discretionary bonus scheme, for eligible employees, based on personal and company performance. Each year, Denholm Good Logistics undertakes a robust annual salary review process to ensure fair rates of pay for our employees.

Our male to female ratio for pay has widened, currently sitting at 63% male to 37% female. On average men are paid 23.75% higher than their female colleagues which can be attributed to:

- An all-male senior executive management team with the exception of one female.
- Denholm Global Logistics TUPE into Denholm Good Logistics on 01 January 2024 (as of 5th April 2024 that consisted of 53 male and 32 female).
- Higher proportion of managerial roles held by males.

For the payment of bonus, the figures indicate that men receive on average 61.07% higher bonus payments than women. This figure does include the senior executive management team and a higher male to female ratio at manager level, both of which sit within an enhanced incentive bracket.

Summary

Mean gender pay gap – 23.75%

Median gender pay gap – 3.12%

Percentage of men and women receiving bonus pay – men 87.32% women 83.05%

Mean gender pay gap for bonus – 61.07%

Median gender pay gap for bonus – 1.57%



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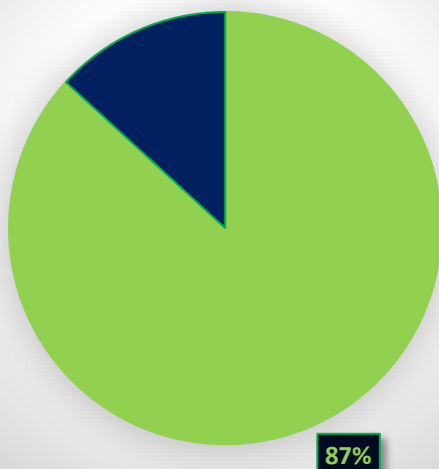


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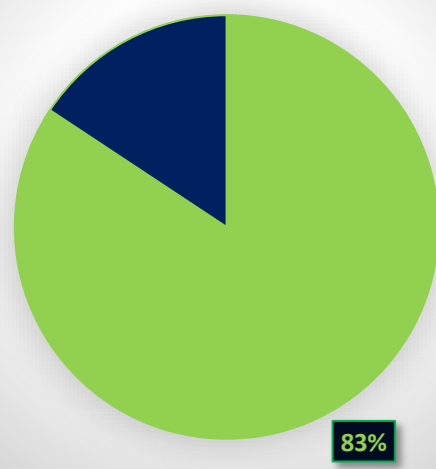
MEAN & MEDIAN GENDER PAY & BONUS GAP

	MEAN	MEDIAN
GENDER PAY GAP	23.75%	3.12%
GENDER BONUS GAP	61.07%	1.57%

Proportion of Males Receiving Bonus



Proportion of Females Receiving Bonus



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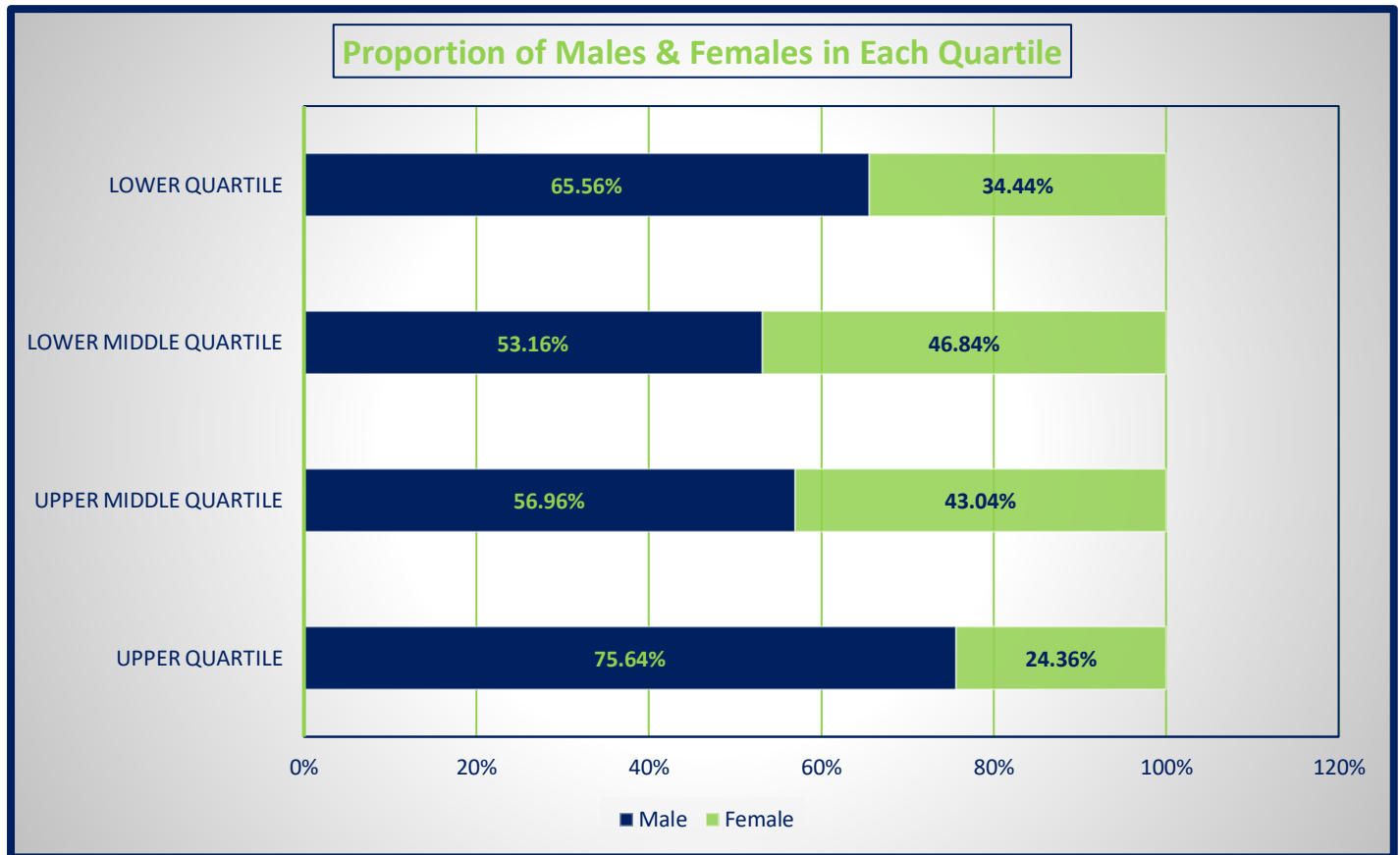


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Quartiles



Commitment

We are committed to ensuring that opportunities for both men and women are equally promoted within our business. This is an ever-evolving challenge due to the nature of the male dominated industry that we operate within.

Our people agenda is weighted heavily on ensuring we recruit, retain and develop high performing individuals whilst also ensuring that internal opportunities and development are accessible to everyone regardless of gender, ethnicity, disability or age.

Alan Platt

Divisional Managing Director



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