

Gender Pay Gap Reporting 2022

From April 2018, companies with 250 or more employees, including Secured Express Limited, are required to publish certain statistics relating to Gender Pay. This report covers data for 2023 reference periods with the snapshot taken from March 2022.

Pay Gap

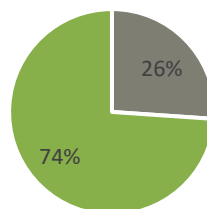
The total gender pay gap shows the difference in the average pay of all men and women employed by Secured Express Limited. Due to the historic culture of the Transport & Logistics industry and the type of work involved, we have continued to struggle to attract a higher proportion of females to work in certain roles, including Drivers. The Median Pay gap has increased due to a recruitment drive of Class 1 and Class 2 Drivers which has predominantly attracted male applicants.

Mean Gender Pay Gap	14.19%
Median Gender Pay Gap	13.67%

Pay Quartiles

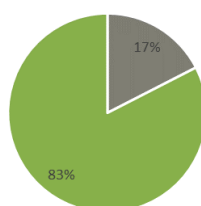
The gender pay results are influenced by the proportion of men and women in each pay quartile. Our report shows a smaller proportion of women in quartiles 2, 3 and 4. These quartiles contained Directors / Senior Managers / Sales & Key Account Manager and Regulated Drivers, and Night Shift Warehouse Operatives, respectively. Quartile 4 predominantly consisted of daytime warehouse operatives.

Group



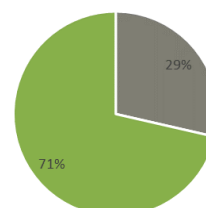
■ Female ■ Male

Upper Quartile



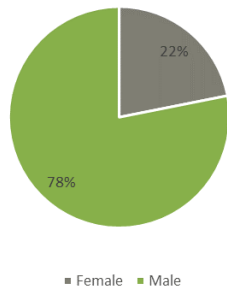
■ Female ■ Male

Upper Middle Quartile

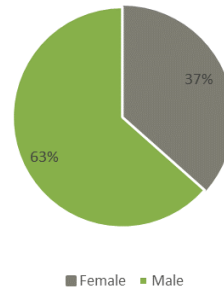


■ Female ■ Male

Lower Middle Quartile



Lower Quartile



Bonus Gap

Bonuses are linked to individual performance and/or company targets. The bonuses received are across our senior team, sales and account management teams, operations teams including bonuses paid to drivers as they increased their capability through regulated driver training as part of a training school. The Mean Gender Bonus Gap has decreased by 49.1% from the previous year due to the reinstatement of bonuses after the pandemic.

Mean Gender Bonus Gap	4.0%
Median Gender Pay Gap	(7.55)%

Proportion Receiving Bonuses

21.2% of Women	25.5% of Men
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Declaration

We confirm that Secured Express Limited gender pay gap calculations are accurate and meet the requirements of the mandatory Regulations under The Equality Act 2010 (Gender Pay Gap Information) Regulations 2017.



Michael Owen
Group CEO