

Gender Pay Gap Reporting 2023

From April 2018, companies with 250 or more employees, including The Delivery Group 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 2023.

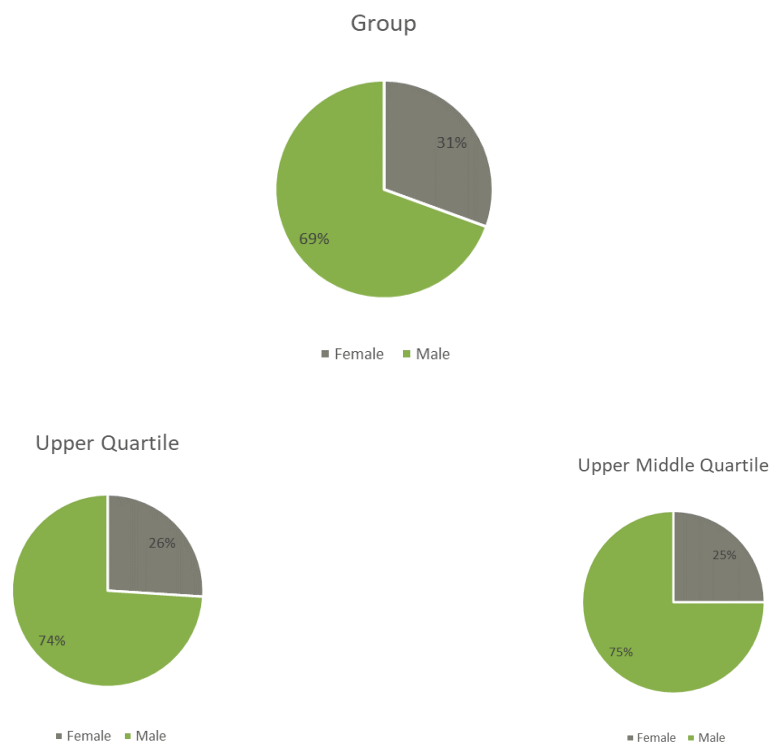
Pay Gap

The total gender pay gap shows the difference in the average pay of all men and women employed. Due to of the certain types of work and shift patterns within the Transport & Logistics industry, we continue to struggle to attract a higher proportion of females to work in certain roles and certain shift patterns and in particular within the driving roles, despite encouraging more female drivers to apply and learn through our driver trainer scheme. The Mean and Median Pay gaps have however decreased due to an increased number of professional roles attracting female candidates. Our Senior Management team is made up of 36% females.

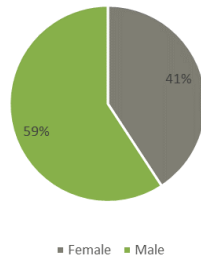
Mean Gender Pay Gap	10.73%	↓ 3.46%
Median Gender Pay Gap	7.13%	↓ 6.54%

Pay Quartiles

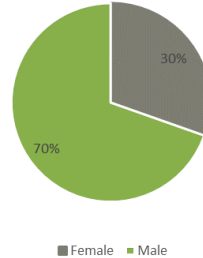
The gender pay results are influenced by the proportion of men and women in each pay quartile. Our report shows a smaller proportion of women in quartiles 2, 3 and 4. These quartiles contained Directors / Senior Managers / Sales & Key Account Manager and Regulated Drivers, and Night Shift Warehouse Operatives,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



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 increased by 23.96% from the previous year due bonuses paid to drivers as part of the training school as this is predominantly male candidates.

Mean Gender Bonus Gap	27.96%
Median Gender Pay Gap	12.5%

Proportion Receiving Bonuses

20.44% of Women	23.47% of Men
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Remuneration principles

The Delivery Group is committed to ensuring pay is fair, equitable and competitive regardless of gender. Our pay structures (which ensure the same rate of pay for a role regardless of gender or age) promote equal pay and support gender pay aims. In addition, bonus eligibility and reward is based on role and performance against pre agreed targets, not gender.

Declaration

We confirm that The Delivery Group 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