

Gender Pay Gap Reporting 2024

From April 2018, companies with 250 or more employees, including The Delivery Group Ltd, are required to publish certain statistics relating to Gender Pay. This report covers data for 2024 reference periods with the snapshot taken from February 2024.

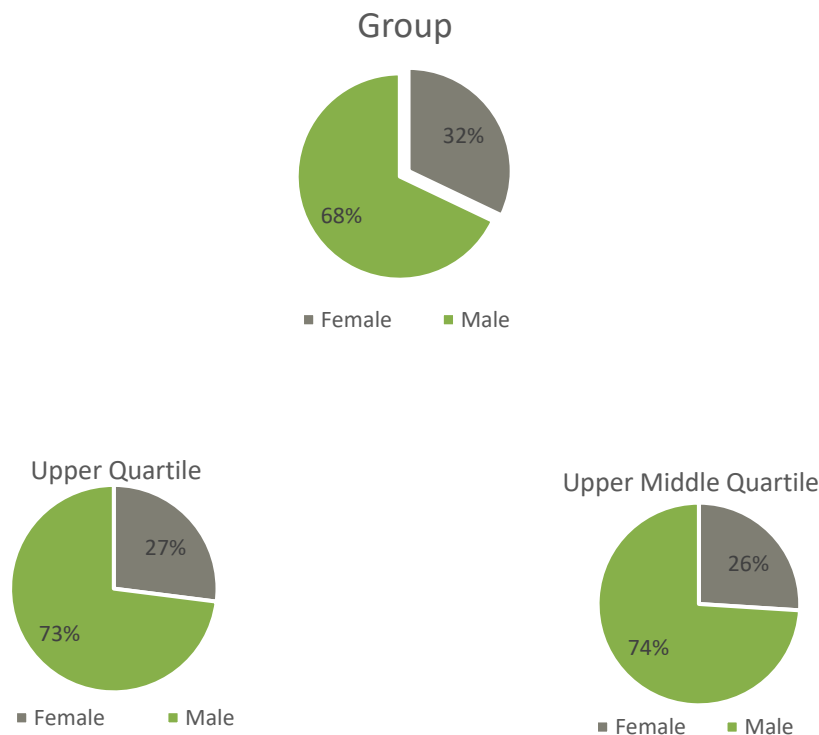
Pay Gap

The total gender pay gap shows the difference in the average pay of all men and women employed. 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 Mean and Median Pay gaps have this year increase due to a focus on driver recruitment and introduction of a technical development team both of which have a high proportion of male applicants.

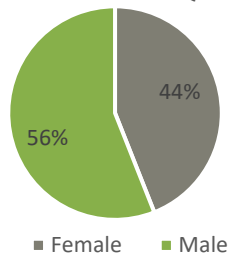
Mean Gender Pay Gap	13.08%	↑	2.38%
Median Gender Pay Gap	10.69%	↑	3.56%

Pay Quartiles

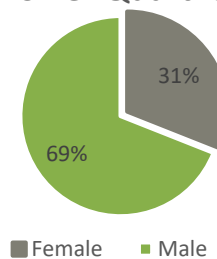
The gender pay results are influenced by the proportion of men and women in each pay quartile. Our report shows a smaller proportion of women in quartiles 2, 3 and 4. These quartiles contained Directors / Senior Managers / Sales & Key Account Manager and Regulated Drivers, and Night Shift Warehouse Operatives, 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 supervisors and 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 from the previous year however the proportion of women receiving bonuses is now higher due to proportion of women in operational supervisory roles.

Mean Gender Bonus Gap	52.80%
Median Gender Pay Gap	43.70%

Proportion Receiving Bonuses

20.14% of Women	17.73% of Men
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Declaration

We confirm that The Delivery Group Ltd 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