

Gender Pay Gap Report 2022



HR Department
Moran Logistics



Award Winning Solutions

Introduction



It is our aim at **Moran Logistics** to ensure that all our people are treated equally at work, across all levels and locations. This includes making sure everybody has the same opportunities for recognition, reward and career development.



Award Winning Solutions



JAYNE HALL

BUSINESS TRANSFORMATION DIRECTOR



Making Diversity & Inclusion, including gender part of our everyday communications is of paramount importance to us here at **Moran Logistics**.

Our drivers play an essential role in the supply chain industry up and down the country. Although for generations, this has been a predominately male dominated role, we welcome the opportunities to build upon our female driving professionals within our business. While we are encouraged by the progress made in recent years, we must go further to breaking down the stigma's and making the transport industry more inclusive and attractive to women.

Our aim for this forthcoming year is to consult with our female drivers and understand any

challenges that they may face and how they feel we could make changes to attract other professional female drivers. As a business we accept what work needs to be done to achieve our goals, our commitment to building a more inclusive and diverse working environment is strong.

Our gender pay gap for 2022 is 14.6 percent, which is aligned with the UK average of 14.9 percent *. This report identifies many areas where we are working to increase female representation and we look forward to further progress.

*Source: Office for National Statistics – Gender Pay Gap in the UK 2022

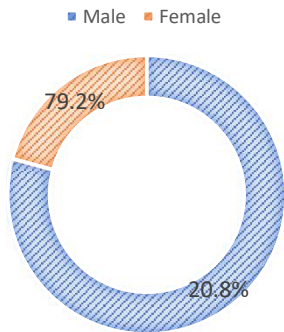


Award Winning Solutions

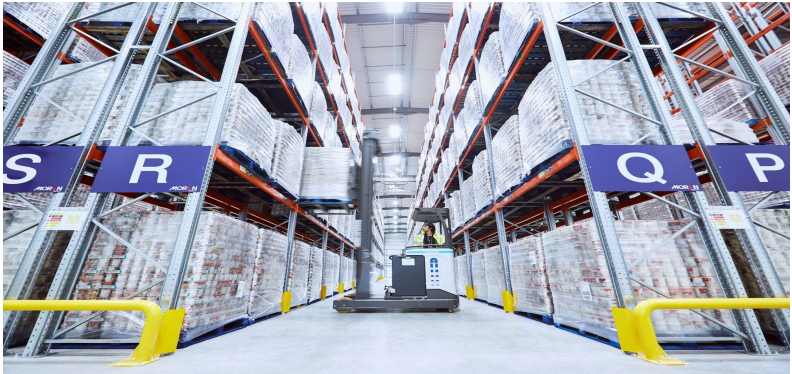
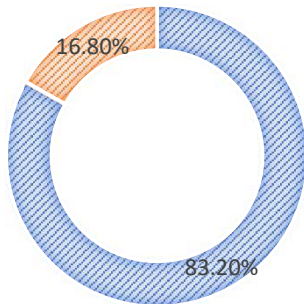
PAY QUARTILES



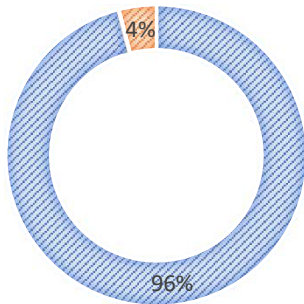
LOWER QUARTILE



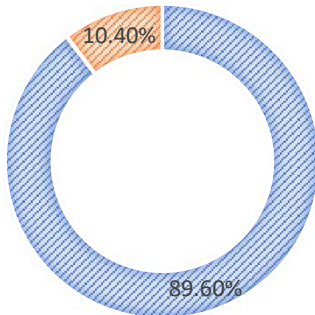
LOWER MIDDLE QUARTILE



UPPER MIDDLE QUARTILE



UPPER QUARTILE



PAY DIFFERENCES

MEAN					
2017	2018	2019	2020	2021	2022
-6.2%	15.9%	6.1%	-4.7%	4.6%	6.5%

MEDIAN					
2017	2018	2019	2020	2021	2022
2.3%	27.7%	27.2%	8.5%	27%	14.6%



Award Winning Solutions

STATUTORY DISCLOSURE



Gendar pay gap		Median 14.6%	Mean 6.50%
		Male	Female
Proportion of Employees receiving a bonus		0%	0%
		Male	Female
Proportion of employees in each pay quartile	Pay Quartile		
	Lower	79.20%	20.80%
	Lower Middle	83.20%	16.80%
	Upper Middle	96%	4%
	Upper	89.60%	10.40%
		Male	Female
Number of relevant employees		435	65

We confirm that the data reported is accurate and published in accordance with the gender pay gap reporting guidance and regulations.

Human Resources – Moran Logistics



Award Winning Solutions