

Gender Pay Gap Report 2023



HR Department
Moran Logistics



Award Winning Solutions

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.





Ellen Careless - HR Advisor

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

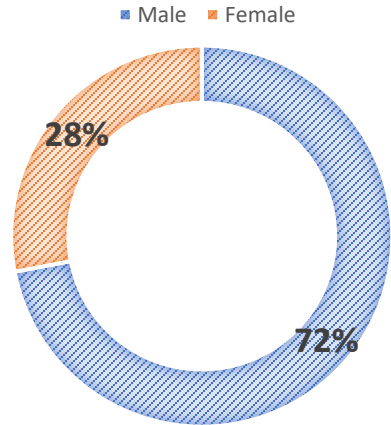
changes to attract other professional female drivers. As a business we accept what work needs to be done to achieve our goals, our commitment to building a more inclusive and diverse working environment is strong.

Our gender pay gap for 2023 is 14.3 percent, which matches with the UK average of 14.3 percent *. This report identifies many areas where we are working to increase female representation and we look forward to further progress.

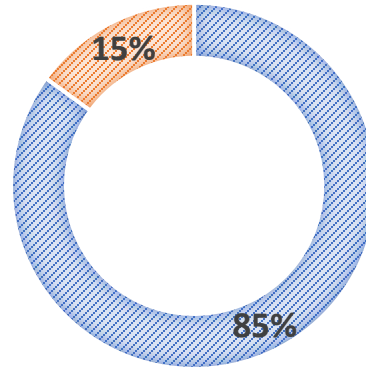
*Source: Office for National Statistics – Gender Pay Gap in the UK 2023

GENDER PAY QUARTILES

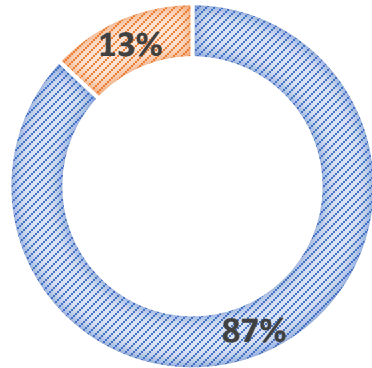
LOWER QUARTILE



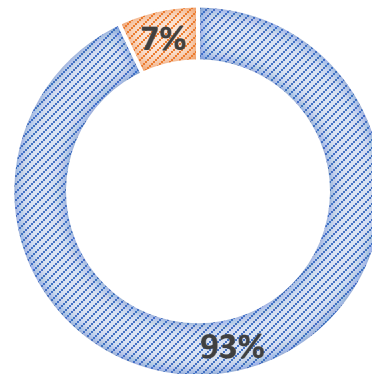
LOWER MIDDLE QUARTILE



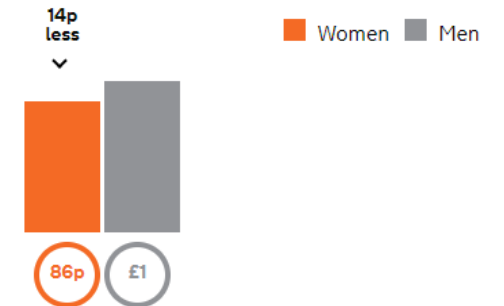
UPPER MIDDLE QUARTILE



UPPER QUARTILE



It was identified that, women earn 86p for every £1 that men earn when comparing median hourly pay. The median hourly pay **14.3%** lower than men's.



PAY DIFFERENCES

MEAN					
2018	2019	2020	2021	2022	2023
15.9%	6.1%	-4.7%	4.6%	6.5%	7.06%
MEDIAN					
2018	2019	2020	2021	2022	2023
27.7%	27.2%	8.5%	27%	14.6%	14.3%



STATUTORY DISCLOSURE

	Median	Mean
Gendar pay gap	14.3%	7.06%

	Male	Female
Proportion of Employees receiving a bonus	0%	0%

	Male	Female	
Proportion of employees in each pay quartile	Pay Quartile		
	Lower	72%	28%
	Lower Middle	85%	15%
	Upper Middle	87%	13%
	Upper	93%	7%

	Male	Female
Number of relevant employees	460	88

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

