

Gender Pay Gap Reporting 2025

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 2025 reference periods with the snapshot taken from April 2025.

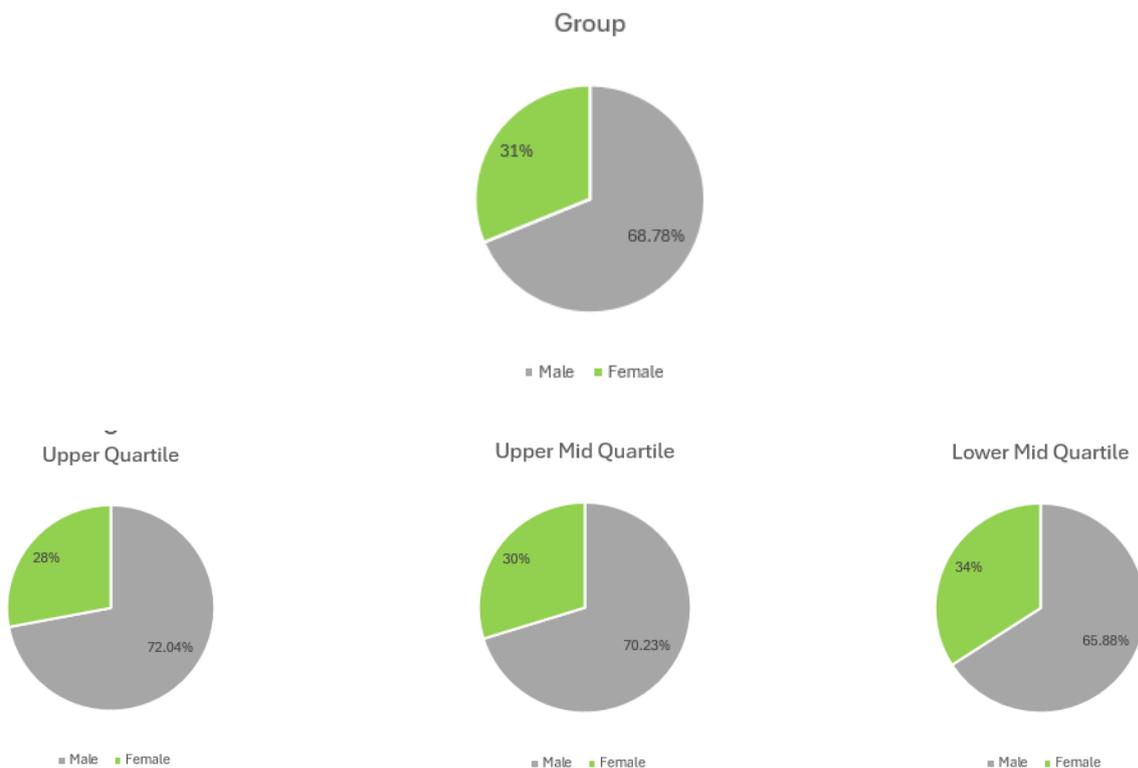
Pay Gap

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 however reduced this year significantly.

		YoY Movement
Mean Gender Pay Gap	2.24%	↓ 10.84%
Median Gender Pay Gap	7.47%	↓ 3.22%

Pay Quartiles

The gender pay results are influenced by the proportion of men and women in each pay quartile. Our report shows a slightly smaller proportion of women in quartile 1, than 2 and 3. These quartiles contained Directors / Senior Managers / Sales & Key Account Manager and Regulated Drivers, and Warehouse Operatives, respectively.



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 and as the business diversified their operation. 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. The percentage of men has increased also due to bonus provision for the driver population which is predominantly male.

Mean Gender Bonus Gap	3.41%
Median Gender Pay Gap	31.25%

Proportion Receiving Bonuses

30% of Women 45% of Men

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.

A handwritten signature in black ink, appearing to read "M. Owen".

Michael Owen
Group CEO