

# ArrowXL Gender Pay Gap Report 2024



Within ArrowXL, our people are at the core of our culture and values. Our colleagues agree that the most important part of working for ArrowXL is the people.

As one team, we aim to deliver an excellent service to our Clients and Customers.

We take pride in our commitment to fostering equal opportunities for both men and women within our business. However, we acknowledge the historical gender disparities in our industry, where careers have traditionally been more appealing to men than women.

Our analysis of the gender pay gap reveals that, on average, women are paid slightly less per hour than men, despite comprising a smaller portion of our workforce.

Women tend to occupy clerical and office based roles within our Central Support functions, and we are actively enhancing our career pathways to encourage more women to pursue logistics as a viable profession.

Our aim is to promote gender diversity across all areas of our operations, including

warehouse operations, delivery teams and Central Support functions.

We are dedicated to transparency and fairness in our pay practices, as this enables us to attract and retain talented individuals and recognise those who excel in their roles, fostering a sense of belonging within the ArrowXL family.

Looking ahead, our goal is to collaborate with the industry to increase female representations within the sector.

**Charlie Shiels - Chief Executive Officer**

From April 2017, employers with 250 or more employees are required to publish information showing different calculations of any pay gap between their male and female employees.

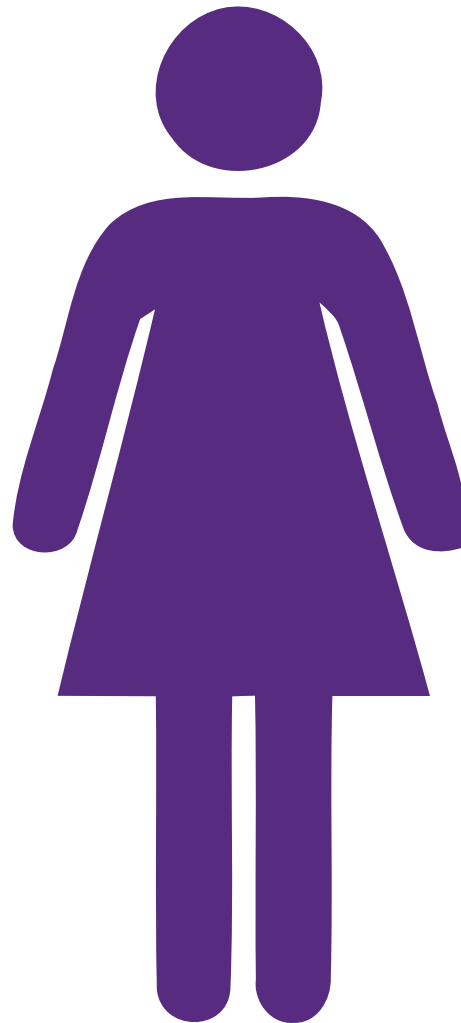
Gender pay gap reporting shows the overall difference in the average pay for all men and women across ArrowXL. It doesn't compare what men and women are paid for doing the same job.

## ArrowXL Gender Split

**83%**



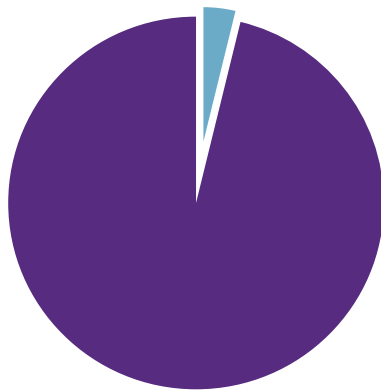
**17%**



% of Male Employees Receiving a Bonus

% of Female Employees Receiving a Bonus

3.3%



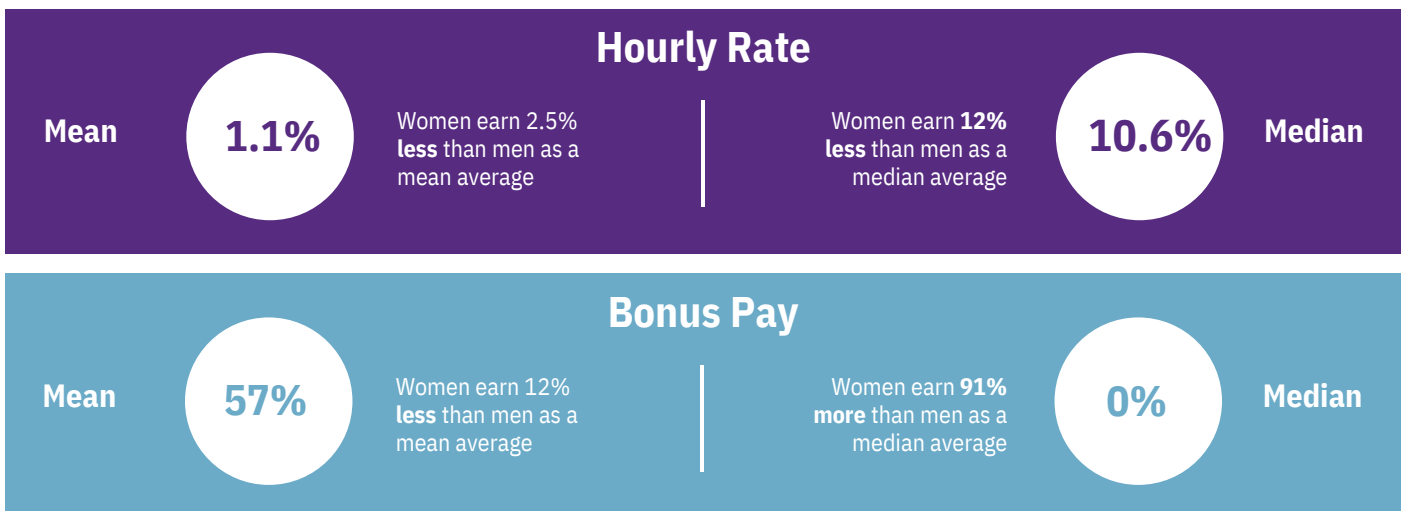
15.9%



## Hourly Rate and Bonus Pay

Below we show our overall median and mean gender pay gap based on hourly rates of pay and bonus.

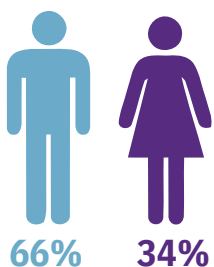
### Proportion of Staff Receiving a Bonus



## How Pay Looks Across Our Organisation

The graphics below show how women and men are represented across our organisation in quartiles.

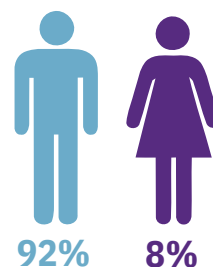
Lower Quartile



Lower Middle Quartile



Upper Middle Quartile



Upper Quartile



**Charlie Shiels**  
Chief Executive Officer

I can confirm that the ArrowXL pay gap data is accurate and has been collated in accordance with the Equality Act 2010 (Gender Pay Information) Regulations 2017.