

Gender Pay Gap Report

December 2024

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Introduction

We are pleased to complete our second Gender Pay Gap Report for the Republic of Ireland, and share our progress in narrowing the gender pay gap. Similar to last year, we have reported on our legal entities that have 50+ employees, so that we can track the trajectory of our pay gap and be prepared for legislative changes in 2025.

Last year, we set initiatives to assist in reducing the gender pay gap within our business. We have ensured that our job adverts are gender neutral to attract a range of applicants, and made relevant changes to our driver vacancies. We have also ensured that the agencies we work with follow our principles.

In addition to ensuring our talent acquisition process is fair and transparent, we have also encouraged our female employees to partake in the expansion of our internally developed, Female Development Programme.

We are committed to being an inclusive employer, treating everyone fairly and continuously adapting to individual employee needs. To enhance our female representation and develop our employees, we have set the following initiatives for the coming year:

- Enhance family friendly policies - we want to ensure all employees maintain a work-life balance. In addition, we will also review how we can further support pregnant employees, to ensure we are intentionally creating an inclusive organisational culture.
- Encourage further participation in our apprenticeship schemes to assist in career development.
- Improve employee total reward packages through increasing our benefits offering, and ensuring employees utilise new support resources that are available to them.

- Mark Simmons, Senior Vice President – Human Resources (UK & Ireland)

Be safe

Be inclusive

Make an impact

Change the game

Deliver results

GXO Logistics Ireland Limited

GXO Logistics Ireland Limited has 52 employees within the entity – this population has reduced slightly from last year. We cannot report on part-time or temporary employees due to not having enough falling in this category, due to this, we have only provided figures for our full-time employees (FTE).

The majority of our female population are in senior roles, this has caused the pay gap to be in favour of our female population. Our female representation has remained the same

as last year, but our male population has decreased – due to this, the pay gap has increased towards our females.

This year, more females have received Benefit In Kind (BIK) and the majority of the females within the business have received a bonus. Similar to last year, there is a female-led gender pay gap; however, due to the size of the population and the majority of our female population being in senior roles, the data may not be as reliable as it would be for a larger population.

Pay gap

	Mean	Median
ALL	-61.59%	-95.31%
FT	-78.30%	-116%

- 5 females | 10%
- 47 males | 90%

Pay quartiles

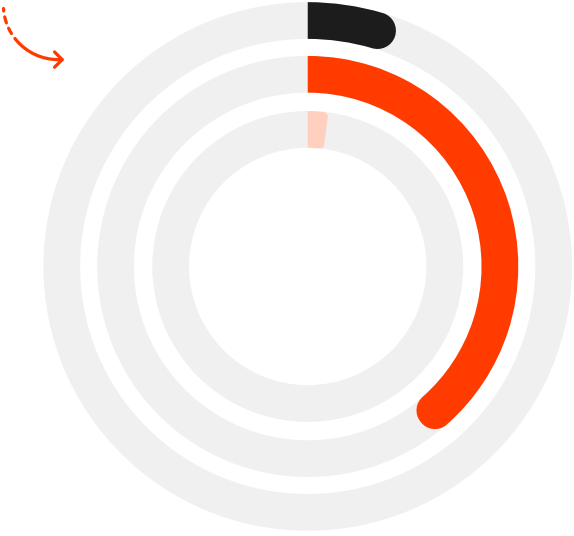
	Female	Male	Total
Lower	0%	100%	13
Lower middle	0%	100%	13
Upper middle	15.38%	84.62%	13
Upper	23.08%	76.92%	13

Benefit In Kind (BIK)



- 30.77% of all colleagues in
- 60% of females
- 27.66% of males

Bonus pay



- 5.77% of all colleagues in
- 40% of females
- 2.13% of males

GXO Logistics UK II Limited - Irish Branch

GXO Logistics UK II Limited has a larger population. There is a positive representation of both males and females within this entity. The pay gap has reduced from last year and now sits in favour towards our female population. This positive change has been driven by more females now sitting in the upper quartile ranges.

As no employees are in receipt of Benefit In Kind, we cannot provide any data on this. This year we have issued an equal number of bonus payments to both our male and female population. However, the total number of bonus payments being awarded has reduced, with significantly less bonuses being paid during peak period.

Pay gap

	Mean	Median
All	-2.95%	-0.99%
PT	0.90%	3.24%
FT	-2.83%	-1.16%

- 106 females | 43.44%
- 138 males | 56.56%

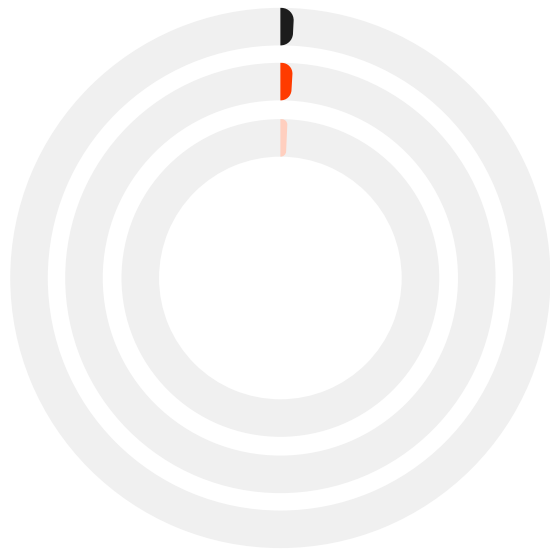
Pay quartiles

	Female	Male	Total
Lower	42.62%	57.38%	61
Lower middle	39.34%	60.66%	61
Upper middle	40.98%	59.02%	61
Upper	50.82%	49.18%	61



Bonus pay

- 0.82% of all colleagues in
- 0.94% of females
- 0.72% of males



Colleague testimonials

I have been working for GXO for nearly 9 years, and during this time I have had two children. My manager was very accommodating of my needs and understood that I would need to amend my working hours around my family. In addition, GXO has helped me through the years by offering various training opportunities, supporting me during maternity leave and contributing to my career development. I'm grateful to the management team.

- Jade Kelly, QHSE Coordinator

The opportunities I have received over the past four years, have allowed me to be in the position I am today. I started my career with GXO through an agency as a Warehouse Operative, and quickly felt that the company could give me the opportunities I was looking for. Once I was provided with a permanent contract, I was shortly offered the role as a Coordinator, which enabled me to gain a deeper understanding of the business. The work experience within the warehouse and office, alongside the management support, gave me the confidence to apply for a Shift Manager role.

- Phil Brophy, Shift Manager

Working at GXO as a young woman, is an empowering and rewarding experience. I feel my position as a Project Lead has equipped me to begin my studies. Throughout my Logistics Associate apprenticeship, I gained valuable skills and knowledge that prepared me to grow in this industry. What makes my workplace particularly inspiring is the high percentage of female senior managers, a culture of inclusion, and visibility of female leadership opportunities. This representation motivates me to do well, and really showcases the growing recognition of women's capabilities in shaping the future of logistics.

- Chloe Clark, Project Lead