GXO

Gender Pay Gap Report

November 2025

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Introduction

We are pleased to complete our third 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 upcoming legislative changes. Following the acquisition of Wincanton and subsequent integration in September 2025, we are delighted to be able to include this additional data in this report. We also note that on 1 July 2025, all employees from GXO Logistics UK II Limited - Irish Branch were transferred to GXO Logistics Ireland Limited.

Last year, we set initiatives to assist in reducing the gender pay gap within our business. We have worked hard to improve employee total reward packages, through increasing our benefits offering and ensuring our employees utilise resources that are readily available to them. Our teams have delivered fantastic workshops and sessions, tailoring requirements specifically to meet the needs of our colleagues in the Republic in Ireland - all showing a positive impact in engagement and awareness.

Another area of focus for us, was encouraging further participation in our apprenticeship schemes to assist ongoing career development, which we are pleased to complement with our internal development programmes such as the Female Development Programme and Manager Academies.

We continue to enhance our family friendly policies too, ensuring all employees maintain a work-life balance - with the ongoing support of the business to recognise the moments that matter throughout the employee lifecycle. By working closely with our employees, we ensure that people remain at the heart of everything we do.

GXO are committed to being inclusive employers, treating everyone fairly and continuously adapting to ensure employees continue to thrive and belong. We look forward to sharing further actions and improvements in our next report.

- 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 56 employees within the entity — this population has increased (+4) since 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 increased.

Pay gap

	MEAN	MEDIAN
ALL	-9%	-14.3%
FT	-21%	-22.3%

- 5 females | 9%
- 51 males | 91%

Pay quartiles

	FEMALE	MALE	TOTAL
LOWER	7.15%	92.85%	14
LOWER MIDDLE	0%	100%	14
UPPER MIDDLE	7.15%	92.85%	14
UPPER	21.43%	78.57%	14

Benefit In Kind (BIK)



- 16.07% of all colleagues in
- 60.00% of females
- 11.76% of males

This year, we have seen a decrease in the number of colleagues across the entity who have received Benefit In Kind (BIK), with no bonus payments awarded for the reported time period.

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.

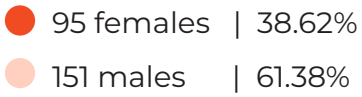
GXO Logistics UK II Limited - Irish Branch

GXO Logistics UK II Limited - Irish Branch has a larger population with a decrease in the number of females (-11) and an increase in the male population (+13) from last year. As a result, we have seen the pay gap rise. It is important to note that we have still seen positive movement in the upper quartile, in favour of females.

As no employees within this entity are in receipt of Benefit In Kind, we cannot provide any data on this. In contrast, we have seen an increase in the number of employees receiving a bonus payment, most positively noted for our female population - rising from 0.94% to 15.8%.

Pay gap

	MEAN	MEDIAN
ALL	-6.0%	-2.2%
PT	-5.0%	-2.2%
FT	-10.0%	-2.1%



Pay quartiles

	FEMALE	MALE	TOTAL
LOWER	37.10%	62.90%	62
LOWER MIDDLE	31.15%	68.85%	61
UPPER MIDDLE	34.43%	65.57%	61
UPPER	51.61%	48.39%	62



Bonus pay

- 10.5% of all colleagues in
- 15.8% of females
- 7.3% of males



Colleague testimonials

“My journey at GXO has been truly special and I’m very thankful for the opportunities I’ve had to grow within the company. I started as an Operative, progressing to Administration and Customer Support - now working as an Inventory Manager.

In addition to this career progression, I’m currently studying an apprenticeship provided by the company, which will help me grow even further. I’ve gained valuable experiences with GXO that I will continue to carry with me throughout my career!”

- Heloisa Botossi, Inventory Manager

“Starting as an Operative, I was energetic with a dream of progressing my career and becoming someone that my family could be proud of.

After spending time as a Champion for the Inbound area, I was successful in applying for a Team Leader role at site - allowing me to sharpen my leadership skills. I spent two years learning and becoming more confident in my ability, preparing myself for the next opportunity - the role of a Shift Manager. Having held this position for 18 months, the one thing I have learned is that teamwork is key - nobody achieves success alone! Thanks to GXO, I have grown and continue to make an impact.”

- Mateus Marin, Shift Manager

“I’ve been working at Wincanton for over five years, and during this time I’ve had the privilege of meeting incredibly supportive people who have greatly contributed to my development within the company.

I started working through our agency provider as a Warehouse Operative in 2020 and thanks to hard work, support from my colleagues, and the company’s recognition of my efforts, I was promoted three times in 2023 alone! My experience to date has seen me progress rapidly within the business, to my current role as Shift Manager.”

- Patrycja Lisowska, Shift Manager

Wincanton Ireland Limited

There has been an increase in both the mean and median pay gap, which may be due to both the decrease in females and increase in males within managerial roles - this has therefore resulted in a lower percentage of higher paid females within the organisation. This can also be seen within the female population in both upper quartile ranges, which have both incrementally decreased.

With a larger number of part-time colleagues (5), we are able to publish this data. The figures show a positive uptick due to a larger split of females working part-time, in comparison to the one part-time male colleague.

Pay gap

	MEAN	MEDIAN
ALL	8.3%	5.5%
PT	-25.3%	-2.4%

- 125 females | 37.10%
- 212 males | 62.90%

Pay quartiles

	FEMALE	MALE	TOTAL
LOWER	52.00%	48.00%	84
LOWER MIDDLE	48.00%	52.00%	84
UPPER MIDDLE	26.00%	74.00%	84
UPPER	22.00%	78.00%	85

Bonus pay gap

	MEAN	MEDIAN
ALL	1.8%	0.0%

Bonus pay

- 78.4% of females
- 58.5% of males



Benefit in Kind

- 3.2% of females
- 2.8% of males

