GXO

Gender Pay Gap Report

April 2025

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Introduction

GXO Logistics UK Limited (GXO) welcomes the government's initiative to have companies publish their gender pay gap. This report is based on data as at 5th April 2025 - covering the five legal entities within the GXO Group:

1. GXO Logistics Drinks Limited
2. GXO Logistics FST Limited
3. GXO Logistics UK Limited
4. GXO Logistics II UK Limited
5. Wincanton Group Limited

We confirm that the data reported is accurate. In accordance with the Equality Act 2010 (Gender Pay Gap Information) Regulations 2017, GXO is required to carry out this Gender Pay Gap reporting.





An opening note from Mark Simmons



Mark Simmons

Senior Vice President, Human Resources - UK & Ireland

At GXO, we remain committed to building and sustaining a diverse and inclusive workplace where everyone feels valued and can thrive. As a collaborative, adaptive and diligent organisation, we continue to focus on the needs of our employees to ensure we remain engaged, successful, and an employer of choice.

We have purposefully invested in the expansion of our leadership programmes, providing structured development for females within operations. Female participation has risen to 25% in our *Front Line Leader Academy* and 29% in our *Operations Leader Academy,* demonstrating encouraging engagement across the business.

In addition, our *NextGen* leadership programme continues to flourish, proven by the fact we now have 42% female over the past six cohorts, marking a significant 5% increase from our last intake.

We are beginning to see the results of this sustained effort, with year-on-year increases in female representation, particularly across operational management roles.

Continued work around strengthening our partnerships and outreach has seen positive movement too, ensuring we offer meaningful opportunities for individuals that may face barriers to employment. Our alignment with the Care Leaver Covenant helps provide pathways for young adults leaving care, and our ongoing work to support those affected by the homelessness crisis has been setup to provide stability and access to employment.

Looking ahead, we will continue to strengthen our talent pipelines, expand development opportunities, and embed clear leadership accountability to drive meaningful and sustained reductions in our gender pay gap.

Be safe **Be inclusive** **Make an impact** **Change the game** **Deliver results**

Gender pay gap in hourly pay

Our average mean gender pay gap at present is 8.9% increase for the combined business, across 51,394 employees.

GXO Logistics Drinks Limited



164 females | 10%

1,406 males | 90%

Mean	Median
12.9%	21.2%
£2.48 difference	£3.96 difference

GXO Logistics FST Limited



629 females | 22%

2,229 males | 78%

Mean	Median
7.4%	14.8%
£1.31 difference	£2.48 difference

GXO Logistics UK Limited



6,094 females | 25%

18,358 males | 75%

Mean	Median
8.8%	10.3%
£1.51 difference	£1.59 difference

GXO Logistics UK II Limited



2,112 females | 41%

3,027 males | 59%

Mean	Median
10.2%	13.6%
£1.87 difference	£2.14 difference

Wincanton Group Limited

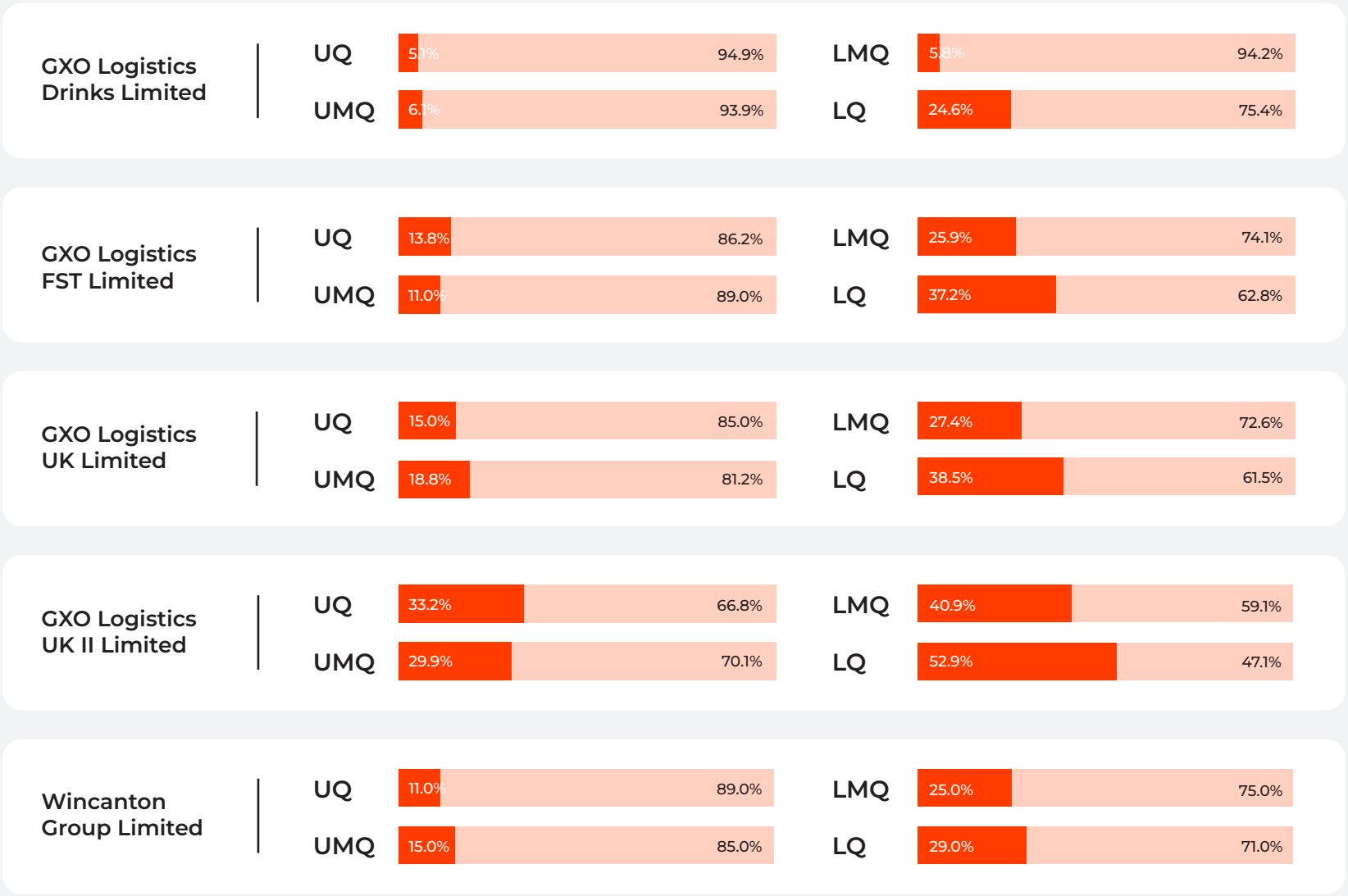


3,491 females | 22%

17,375 males | 78%

Mean	Median
8.7%	13.2%
£1.50 difference	£2.00 difference

Gender pay gap in quartile figures



Key

UQ
Upper Quartile

UMQ
Upper Middle Quartile

LMQ
Lower Middle Quartile

LQ
Lower Quartile

Female

Male

2025 Highlights

The **Driver Academy** programme saw 5.0% female graduates in 2025, a **positive uplift** from 4.68% in 2024.

We were awarded No. 7 on the **Top 100 Apprenticeship Employers**, rising once again for the third consecutive year.

Our growing **apprentice pipeline** across the business was made up of **43% females**, continuing to evolve.

The expansion of our **Front Line Leader Academy** programme saw the number of female learners **rise to 25%**.

We continue to see an increase in our **female Operations Manager population**, rising from 13.8% to **17.3%.**

Talent development

Meet Lily Matthews!

Lily works as an Automation Engineering Manager for one of our large fashion retail customers, leading engineers in a new high-tech warehouse where she oversees all automated systems - including 500 Automated Guided Vehicles (AGVs), advanced conveyance and labelling solutions, and Europe's largest smart sortation system.



Automation Engineering Manager

"I've built my career around engineering, leadership, and emerging technology, which made the Automation Engineering Manager role at GXO a natural fit. The opportunity to lead a new department, shape a team from scratch, and work with cutting-edge automation was especially motivating. My background as a Marine Engineer in the Royal Navy gave me strong technical foundations and the ability to thrive under pressure, while my training in leadership and management helped me transition smoothly into leading engineering teams within fast-paced, automated environments.

What I enjoy most about my role is working hands-on with advanced robotics while driving continuous improvement within a collaborative, inclusive culture. As a trans-woman, I feel empowered to lead authentically in an environment where diversity is genuinely valued. Leading a team that supports innovative warehouse operations is incredibly rewarding, as is being part of a people-first business such as GXO."

Diversity and inclusion

We are really proud to be driving fantastic initiatives, to make sure that GXO is a diverse and inclusive employer for everyone to thrive.

Our ongoing prison engagement has seen 243 candidates placed on Release on Temporary Licence (ROTL) - an initiative that continues to change lives. GXO are proud to be the biggest employer of prisoners through the ROTL programme in the UK.

GXO's monthly Employee Action Group (EAG) '*Tea & Toast*' for the Armed Forces community grew to ~220 members, followed by the introduction of a new EAG for homelessness after the business became a signatory of the Homeless Covenant with Crisis.

Working with our partners Pincent Masons, we proudly developed internal Diversity, Inclusion and Belonging training which continues to be delivered to our colleagues, managers and leaders. This has acted as a positive vehicle for raising awareness and driving great understanding of the roles we all play across the business.

We're constantly reinventing the way we hire too, ensuring our recruitment process is barrier-free, welcoming and built for the future. Our Recruitment Team spent time learning British Sign Language to tailor our recruitment processes for hearing impaired candidates, and we also enhanced our applicant tracking system to make it easier to identify and support individuals from diverse backgrounds.

we belong

Launched our **Be More Inclusive Framework** to support sites in achieving the GXO standard in all areas of Diversity, Inclusion & Belonging

Developed an **internal Social Value Platform**, to enable our sites to track various metrics in line with the National TOMs Framework

Proud member of EIDA (Employers Initiative for Domestic Abuse) and **introduced a Domestic Abuse Leave policy** - only 5% of UK employers have within their policy portfolio

Signed the **Care Leaver Covenant,** offering bespoke support to care-experienced individuals

Continued **prison engagement** helped to secure 155 individuals employment upon release

Female talent made up **37% of all new hires**

In our overall business, we have a higher proportion of male employees to females, putting more males in a position to be eligible for a potential bonus.

The total number of individuals receiving a bonus has increased from 2024.

Gender pay gap in bonus pay

£ gap shown is the monthly differences in bonuses paid

GXO Logistics Drinks Limited



53 females | 31.1%
511 males | 34.3%

Mean	Median
-38.6%	51.38%
£-501.37 difference	£237.73 difference

GXO Logistics FST Limited



308 females | 45.1%
1,610 males | 68.0%

Mean	Median
-45.9%	15.0%
£-429.17 difference	£54.74 difference

GXO Logistics UK Limited



2,300 females | 32.3%
7,240 males | 34.1%

Mean	Median
34.5%	31.3%
£761.64 difference	£141.68 difference

GXO Logistics UK II Limited



330 females | 15.6%
649 males | 21.4%

Mean	Median
75.0%	70.5%
£1,296.05 difference	£597.69 difference

Wincanton Group Limited



653 females | 17.0%
4,071 males | 27.0%

Mean	Median
17.7%	70.0%
£1,152.79 difference	£700.00 difference