



# **XPO Transport Solutions UK Limited**

## **2024 Gender Pay Gap Report**



## Introduction

We are pleased to present the 2024 Gender Pay Gap report for XPO Transport Solutions UK, where we continue to be committed to ensuring an equitable workplace.

Our mean gender pay gap remains low at 2.4% and we are delighted to report that our median gender pay gap has reduced by 1.6% compared with the 2023 report.

We also continue to attract more female colleagues to work for our business year on year; a testament to the actions we have taken to continually improve both the diversity and inclusivity of our business.

As part of our commitment to fair compensation, we regularly conduct pay benchmarking to ensure our colleagues are paid in line with the market, regardless of gender and we take proactive measures to address any discrepancies. The results of our most recent analysis revealed that, on average, our female colleague's pay is at least 100% of the market average. In addition, our annual salary review process ensures that salary increases are awarded based on performance in role, irrespective of gender. These reviews undergo a rigorous audit process to maintain fairness.

In early 2024 we conducted an all-employee survey and are pleased to share that our Diversity and Inclusion Index has improved by 3.7 percentage points compared to the previous survey. We experienced particularly positive feedback on questions regarding the respect and value of all cultures and the absence of discrimination.

*"We remain committed to reducing the gender pay gap across our business and lead by example to inspire positive change across the broader logistics industry. Reducing the gender pay gap is essential for fostering a diverse and inclusive workplace and by continuing to invest in industry-leading initiatives and regularly reviewing our processes and policies, we aim to create an environment where everyone has the opportunity to thrive at XPO."*

**Lynn Brown** Vice President, Human Resources

### ***A note on the calculations***

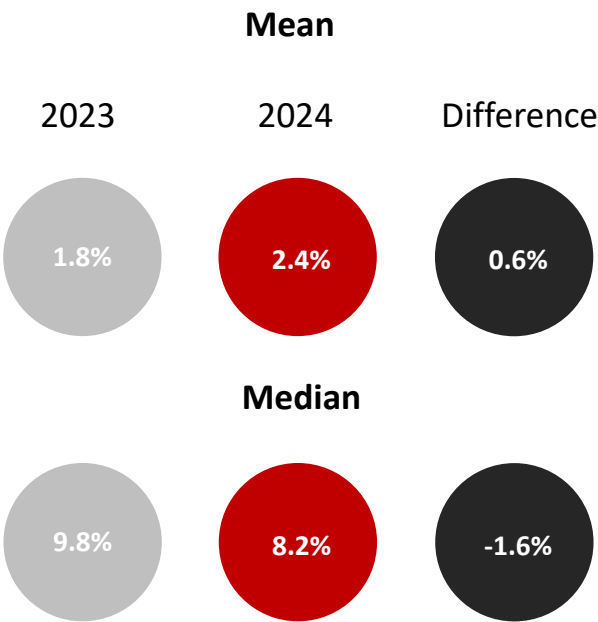
*We recognise that not all individual's identify as either Male or Female, however for the purposes of these calculations we have used the 'legal sex' data in line with current legislation.*

**Safe** ■ **Entrepreneurial** ■ **Respectful** ■ **Innovative** ■ **Inclusive**

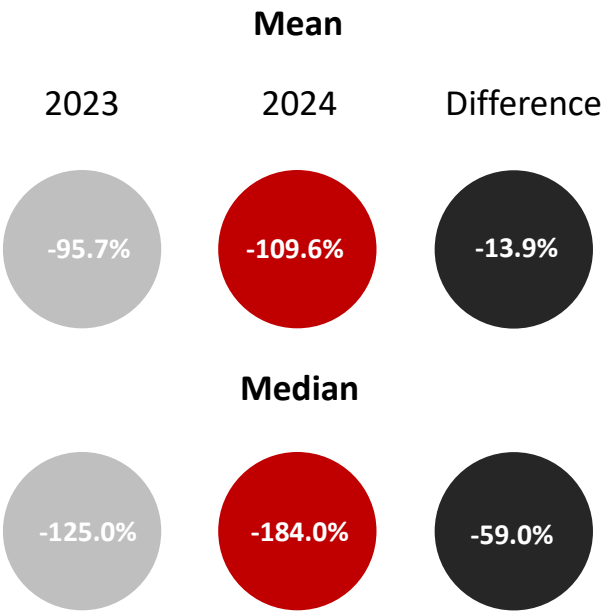


XPO Transport Solutions UK Results

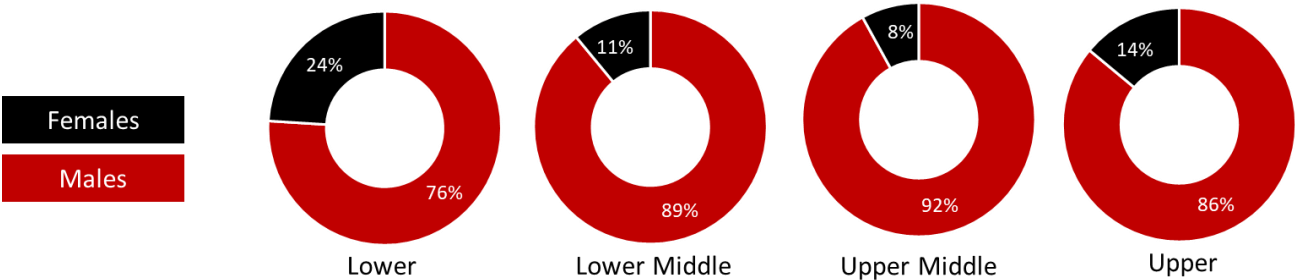
Gender Pay Gap



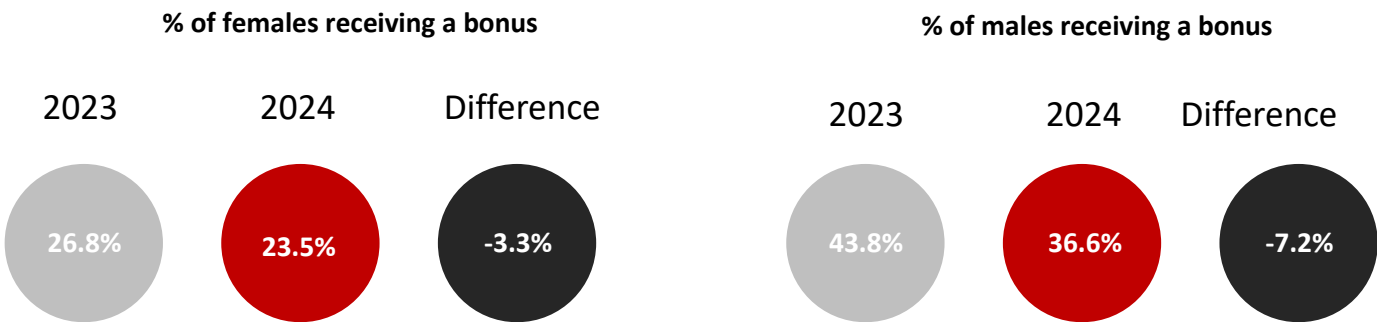
Bonus Pay Gap



Pay Quartiles



Bonus Participation



## Our Focuses for 2025

### Launching inclusive recruitment

We continually review our recruitment processes to ensure a fair and inclusive approach to recruiting.

Enhancements in 2024 include:

#### Job Adverts

- **Ensure the advert lists essential skills only** – research has shown that women are less likely to apply for a job compared to men if they don't meet 100% of the criteria listed.
- **Remove jargon** – appealing to a more diverse talent pool.
- **Run all adverts through a gender bias decoder** – ensuring that the language used in the advert does not prevent female candidates from applying.

#### Interviewing

- **Provide interview questions to candidates ahead of the interview** – allowing candidates time to prepare, which can be particularly helpful for those who are neurodiverse.
- **Provide an opportunity for the candidate to request adjustments, both ahead of the interview and when the interview starts** – ensuring candidates are able to feel their most comfortable throughout the process.
- **Assess candidates based on the answers provided, rather than indirect cues such as body language or eye contact** – this can be uncomfortable for some people, and not a direct indicator of their ability to do the job.
- **A diverse panel of interviewers** – to encourage diversity of thoughts and approaches.
- **Roll out of recruitment and interview training for all managers** – ensuring best practice and consistency.

### Continuing the work across the 6 key pillars of our D&I charter

- Women in XPO
- Disability Confident
- XPO Pride
- Cultural Awareness
- Neurodiversity
- Veterans

### Measuring our success

It is vital that we measure the success of the initiatives that we implement. This year we will be participating in the Inclusive Employers Standard assessment, which is a globally recognised accreditation and benchmarking tool for inclusion and diversity. We will use the results of this assessment to gain a deeper understanding of our organisation culture and to identify areas of improvement, along with setting actionable goals and priorities to make impactful progress.

### Reviewing our D&I strategy

Following the results of the Inclusive Employer Standard, we will be reviewing our current Diversity and Inclusion strategy to ensure it is still relevant and fit for purpose.



*It continues to be of utmost importance to us at XPO that colleagues feel welcome, valued and respected at work, regardless of their background. Diversity and inclusion remain at the top of our agenda, and we are fully committed to taking the necessary steps to drive further positive, impactful change.*

*I can confirm that the data contained within this report is accurate and the calculations have been carried out in accordance with the Equality Act 2010 (Gender Pay Gap Information) Regulations 2017."*

**Dan Myers**, Managing Director



**XPO**