



XPO Bulk UK Limited

2022 Gender Pay Gap Report



Introduction

We are pleased to present the 2022 Gender Pay Gap report for XPO Bulk UK Limited.

The actions we have taken continue to improve our gender pay year-on-year. There is still opportunities to improve and we remain committed to taking the steps necessary to ensure our organisation is equitable to all our team members.

Employing a diverse workforce, beyond gender, creates the foundation for a stronger business and we actively encourage individuals from different backgrounds to join our team. In 2022 we were awarded the Silver Military Covenant, in recognition of our commitment to providing support to veterans and reservists. We also continued to develop our Disability Confident journey, by obtaining Disability Confident Level 1 certification, which will support the recruitment, retention and development of less-able colleagues. In addition, we have expanded our partnership with DSWorkfit to provide fully paid work to people with Downs Syndrome.

Our priority is to provide a safe and inclusive environment for our colleagues to thrive in, regardless of their individual differences. Everyone is welcome at XPO.

“We recognise that we have an important part to play in helping the industry better represent our community. We know that this change won’t happen overnight, but by putting our values at the heart of everything we do and continuing to act to embed these across every element of our business, we are confident that progress will continue to be made.”

Lynn Brown Vice President, Human Resources

A note on the calculations

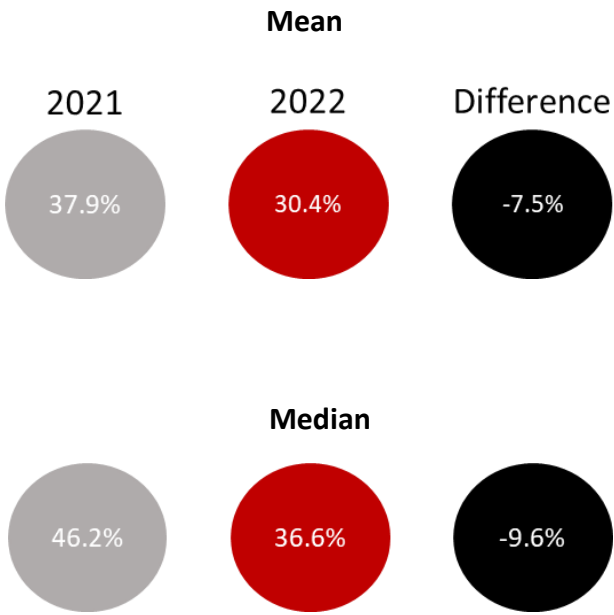
We recognise that not all individual’s identify as either male or female, however for the purposes of these calculations we have used the ‘legal sex’ data as defined in legislation.

Safe ▪ **Entrepreneurial** ▪ **Respectful** ▪ **Innovative** ▪ **Inclusive**

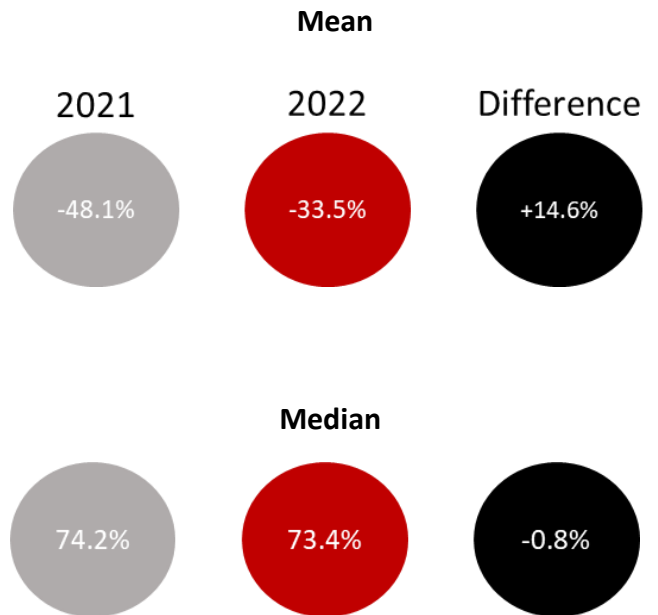


XPO Bulk UK Results

Gender Pay Gap

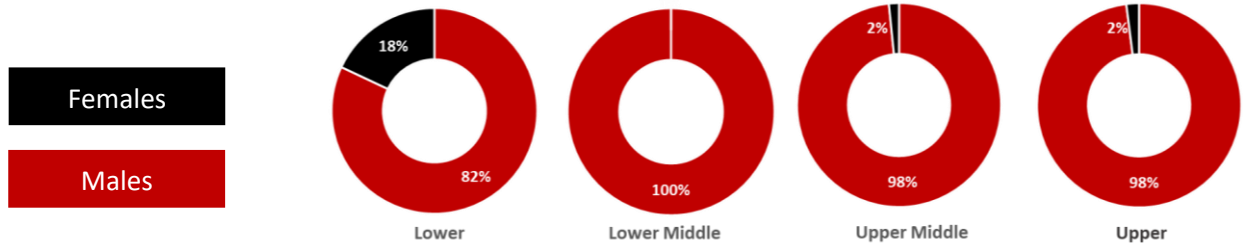


Bonus Pay Gap



Our bonus pay gap highlights that females received a higher mean bonus than males. *Our gap continues to close in all categories and is better year on year.*

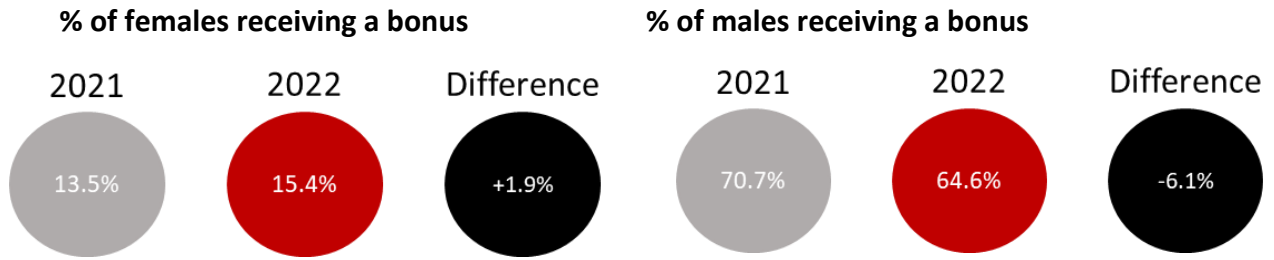
Pay Quartiles



The percentages of females in the lower and lower middle quartiles have reduced, while the portion of females in the upper middle and upper quartiles have respectively remained stable and increased.



Bonus Participation



In our overall business, we have a higher proportion of male employees to females, which puts more males in a position to be eligible for a potential bonus. However, we are proud to say that the proportion of females receiving a bonus is growing.

Our Focus for 2023

Our business has committed to the Diversity & Inclusion Charter. Our European leadership team have each completed diversity training. In addition, the business has implemented an annual scorecard to track progress on our diversity & inclusion agenda.

- Attract** more individuals into logistics at all levels, by sending a clear message that we take diversity and inclusion seriously and are committed to making change happen
- Engage** with all talent through access to high quality learning and development resources, as well as inspirational role models
- Advance** colleagues through our talent pipeline, shining a spotlight on the range of roles and opportunities that XPO can offer individuals in logistics, whatever their background
- Retain** our star performers by ensuring colleagues are given the support and opportunities to thrive at XPO



As part of this strategy, we have committed to taking action across 6 key pillars and are well underway to delivering on them all:

Women in XPO

- Provide opportunities for female colleagues to share experiences, views and guidance
- Expand our *Female Driver* forum
- Develop our *Female Leaders in Logistics* forum
- Celebrate females in logistics, for example through International Women's Day events
- Implement enhanced family-friendly policies

Disability Confident

- Work towards obtaining Disability Confident Level 2
- Increase awareness and our participation in the DSWorkfit programme
- Partner with other organisations to offer opportunities and work experience for disabled individuals

XPO Pride

- Partnership with a charity to support inclusion in the workplace
- Further review all policies to ensure they are inclusive
- Sponsorship of a pride event, ensuring colleague representation

Cultural Awareness

- Celebrate and raise awareness of all cultures
- Implement unconscious bias training via online learning courses
- Create a calendar of cultural events

Neurodiversity

- Ensure colleagues have the tools and support they need to thrive in the workplace
- Raise awareness of, and support individuals with, hidden disabilities
- Educate colleagues on Neurodiversity and the strengths that individuals who are neurodivergent bring to the business

Veterans

- Become Silver Military Covenant holders
- Continue to develop relationships with organisations that support the resettlement of veterans and their families
- Development of a veterans work experience programme

"We are committed to ensuring everyone is welcome at XPO, providing an environment in which all can achieve their full potential, being truly equitable to all, in all.

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