

# 2020 UK Gender Pay Report

- Logistics
- Bulk



# 2020 UK Gender Pay Report Logistics

At XPO Logistics in the UK, we have two legal entities that each employs 250 or more people. These entities are: XPO Transport Solutions UK Limited (Logistics) and XPO Bulk UK Limited (Bulk). We welcome the government's initiative to have companies publish their gender pay gaps as a step forward in legislating for equality.

## Making Our Difference

*A comment from Dan Myers, Managing Director - UK and Ireland*

We've made good progress in ensuring our business is more reflective of the communities we serve and the society in which we live. There's still much to do but as a team, as a business and as citizens we are committed to working together and with wider stakeholders to further our aim of achieving a fairer society.

*A comment from Lynn Brown, Vice President Human Resources - UK & Ireland*

Our industry has historically employed more men than women. However, there are positive early signs that the industry is attracting more talented women, with the ONS Employment by Industry data showing that for the period Jan-Mar 2020, female employees had increased from 19% to 20%. XPO Logistics has a **15% higher figure** for female employees versus the industry and our recruitment and promotion trends indicate that this momentum will continue. We recognise we have a huge amount more to do to ensure we attract and retain the very best talent in the market.

We have made great strides in addressing any differential in pay and compensation and we are one of very few organisations who pay females more than males.

We continue to focus on improving our recruitment practices to attract the most talented males and females; we will monitor and adapt our employment practices to ensure they provide flexibility and opportunity for all and we will continue to invest and develop the very best people.

Here are some highlights of our talent acquisition progress:

- The percentage of females successfully hired into graded roles in 2020 was **37.7%**
- In our Logistics business, **46.7%** of our graded positions were filled by females

- Our talent recruitment initiatives are delivering very positive results: female employees make up **50%** of all apprentice recruits, and **32%** of our advanced Level 3 apprentice programme
- Our graduate intake in 2020 was more impressive still, with female recruits taking **55%** of graduate roles
- Our female representation within our in-house Leadership Development Programme – XPO Way – was **29%** and **31%** for Levels One and Two respectively; evidence of our commitment to nurturing our female talent

In 2018, we introduced a three-year plan focused on diversity and inclusion, and we've taken a number of positive actions since then. Specific achievements include:

- The launch of our **#SheisXPO** initiative, which aims to recognise female talent, raise awareness, encourage females to explore their full potential, and nurture their success
- We have run several **#SheisXPO** focus groups, sharing techniques for talent development, delivering training on building confidence in the workplace, and sharing inspirational stories from our female employees
- Introduced a **#SheisXPO** mentoring programme which identifies XPO's aspiring female employees, and partners them with experienced women across the organisation to help them develop their skills and careers
- Introduced a new industry-leading maternity policy with enhanced maternity pay, offering 13 weeks of full pay to qualifying employees
- Launched gender-neutral advertising and challenged recruitment briefs to ensure that we are as flexible as we can be



We remain committed to growing and refining our approach to ensure that our recruitment process is always fair, and that we reflect XPO as an employer where everyone is welcome and have equal opportunity to develop a rewarding career with us. There is more work to be done to ensure total compensation is fair and provide parity regardless of gender.

XPO's wider commitment to the cause of equality is demonstrated by the appointment of the company's first ever Chief Diversity Officer, LaQuenta Jacobs is an advocate of diversity, equity and inclusion for XPO's over 42,000 global employees.

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

## XPO Logistics - UK Gender Pay Gap

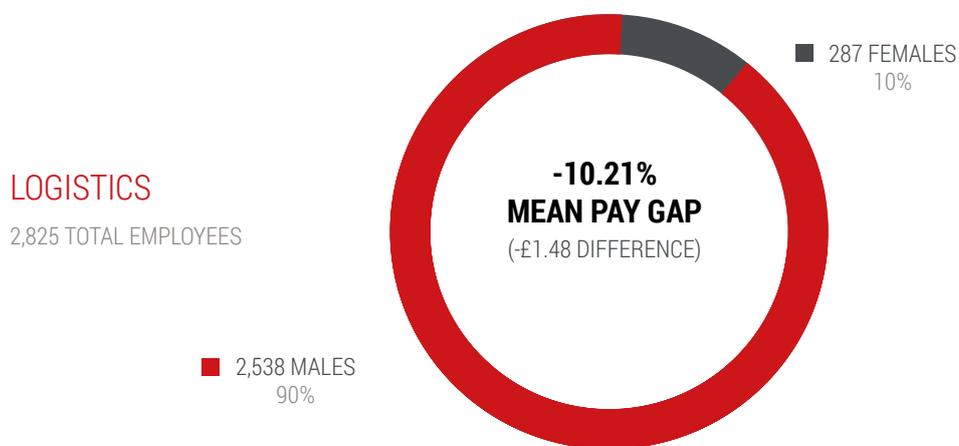
Our mean gender pay gap at present is -10.2% for Logistics, demonstrating that women received a higher Mean pay than Men. We remain dedicated to reducing the gap to zero.

### Mean Gender Pay Gap in Hourly Pay

A. The total of hourly pay rates for all male employees divided by the number of male employees.

B. The total of hourly pay rates for all female employees divided by the number of female employees.

Mean gender pay gap calculation:  $(A - B) / A$

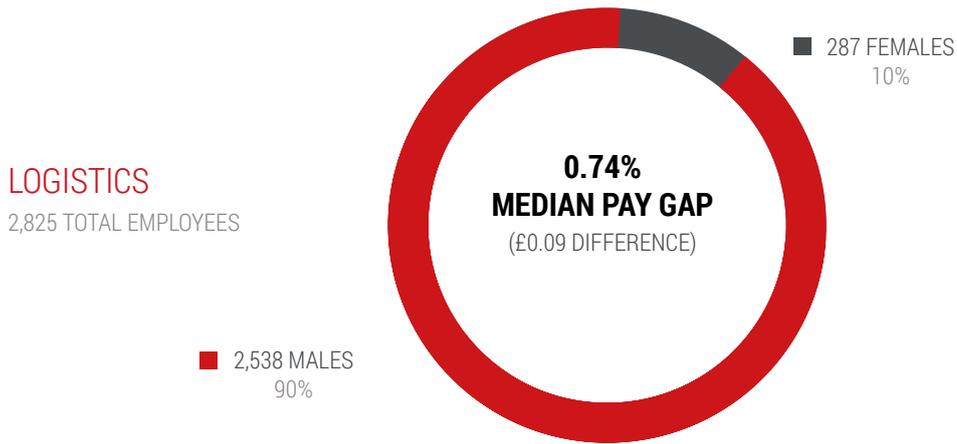


## Median Gender Pay Gap in Hourly Pay

A. The median value of all male hourly pay rates listed from highest to lowest.

B. The median value of all female hourly pay rates listed from highest to lowest.

Median gender pay gap calculation:  $(A - B) / A$



## Gender Pay Gap Quartile Figures

Methodology:

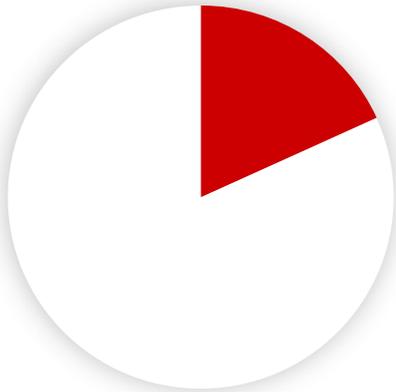
1. The full list of hourly pay rates is sorted in order from highest to lowest and then divided into four quartiles, with an equal number of employees in each quartile
2. The number of employees in each quartile is divided by the total number of employees to obtain the percentages by gender.

LOGISTICS	FEMALE %	MALE %
UPPER QUARTILE	11.76%	88.24%
UPPER MIDDLE QUARTILE	7.93%	92.07%
LOWER MIDDLE QUARTILE	10.34%	89.66%
LOWER QUARTILE	10.61%	89.39%

## Bonus Pay - Gender Pay Gap

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.

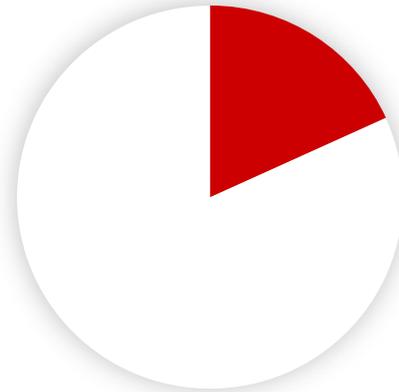
However, we are proud to say that the proportion of females in the upper pay quartile is growing, as is the proportion of females eligible for a bonus.



287 FEMALE EMPLOYEES

**24.27%**  
RECEIVE BONUSES

LOGISTICS



2,538 MALE EMPLOYEES

**18.26%**  
RECEIVE BONUSES

### Mean Gender Pay Gap in Bonus Pay

Males vs. Females	£ Gap	% Gap
Logistics	-£6.36	-3.24%

The £ gap shown is the monthly difference in mean bonuses paid. Our bonus pay gap highlights that in **Logistics**, females received a higher mean bonus than males.

### Median Gender Pay Gap in Bonus Pay

Males vs. Females	£ Gap	% Gap
Logistics	-£77.03	-193.59%

The £ gap shown is the monthly difference in mean bonuses paid. Our bonus pay gap highlights that in **Logistics**, females received a higher mean bonus than males.





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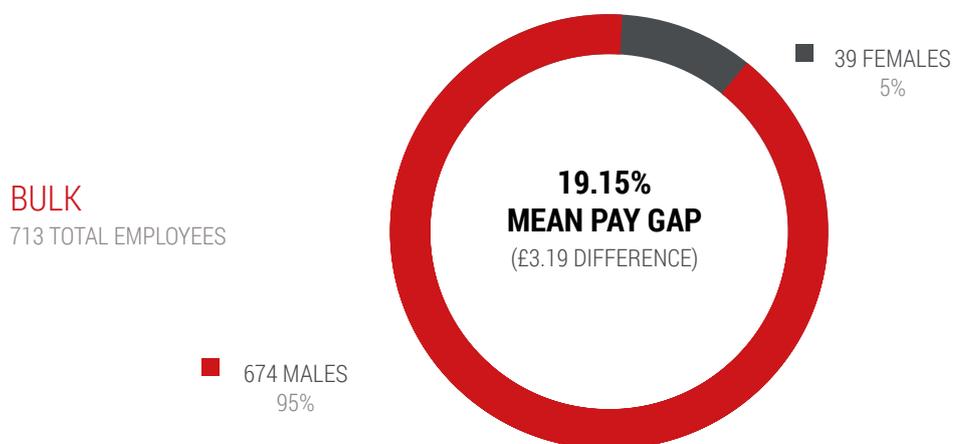
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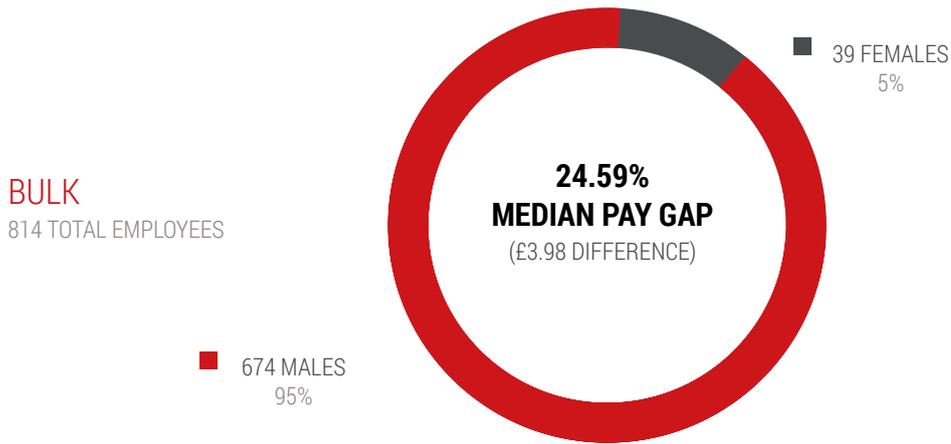
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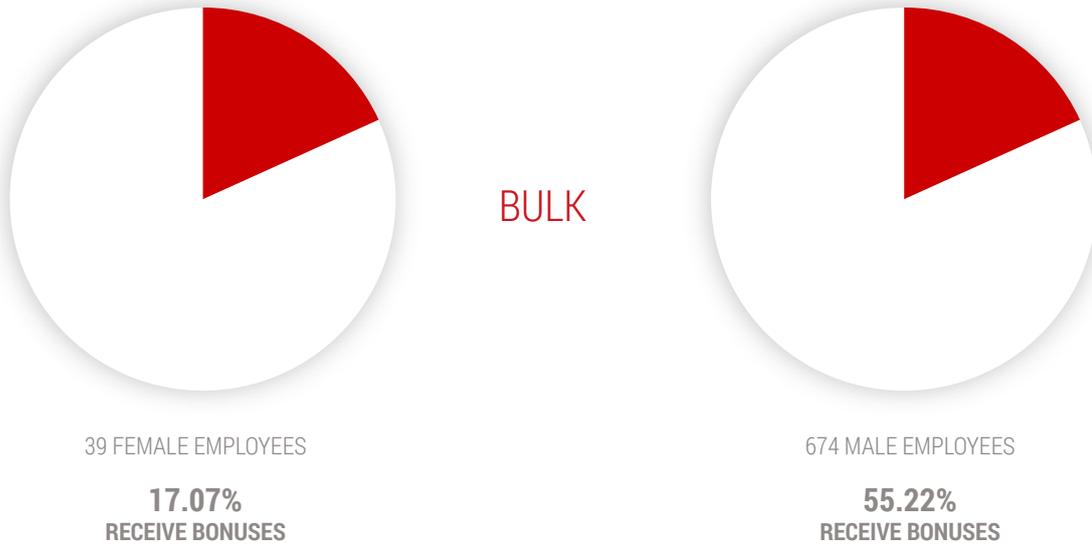
Methodology:

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- The number of employees in each quartile is divided by the total number of employees to obtain the percentages by gender.

BULK	FEMALE %	MALE %
UPPER QUARTILE	1.69%	98.31%
UPPER MIDDLE QUARTILE	1.12%	98.88%
LOWER MIDDLE QUARTILE	5.62%	94.38%
LOWER QUARTILE	13.41%	86.59%

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### Mean Gender Pay Gap in Bonus Pay

Males vs. Females	£ Gap	% Gap
<b>Bulk</b>	£46.67	52.98%

The £ gap shown is the monthly difference in mean bonuses paid. Our bonus pay gap highlights that the mean bonus paid in **Bulk is higher for males than females.**



### Median Gender Pay Gap in Bonus Pay

Males vs. Females	£ Gap	% Gap
<b>Bulk</b>	£60.69	82.92%

The £ gap shown is the monthly difference in median bonuses paid. Our bonus pay gap highlights that the median bonus paid in **Bulk is higher for males than females.**

