

**FERGUSONS TRANSPORT LIMITED**  
**GENDER PAY GAP REPORT AS AT APRIL 2024**

**INTRODUCTION**

Our Company is a general haulage, logistics and warehousing company operating within the UK. The report stipulates our GPG in line with The Equality Act 2010 (Gender Pay Gap Information) Regs 2017.

**AVERAGE (MEAN) GENDER PAY REPORT – APRIL 2024**

The difference in mean (average) hourly pay rate between male and female employees is -60.2 %

**MEDIAN (MIDDLE) GENDER PAY REPORT – APRIL 2024**

The difference in median (middle) hourly pay rate between male and female employees is 3.9 %

**BONUS PAYMENTS 2024**

The difference in mean (average) bonus pay (during the preceding 12 months) between male and female colleagues receiving a bonus was -2632.9%. The difference between the median (middle) bonus pay paid to males and that paid to females was -1733.3%. The proportions of male and female employees who received bonus pay was 95.0% male and 100.0% female

**PROPORTION OF MALE AND FEMALE EMPLOYEES ACCORDING TO QUARTILE PAY BANDS**

Quartile	Female	Male
Q4 Upper	1.6 %	98.4 %
Q3 Upper Middle	0.0 %	100.0 %
Q2 Lower Middle	1.6 %	98.4 %
Q1 Lower	3.1 %	96.9 %

**HR Managers Report**

At Fergusons Transport, our GPG report highlights a disparity in gender representation across all salary bands, with a significantly higher proportion of male employees at every pay level. This reflects the broader nature of our sector - encompassing long-distance lorry driving, heavy manual labour, warehousing, and logistics — all of which are traditionally male-dominated industries. Women remain notably underrepresented across all pay quartiles, reinforcing a persistent gender imbalance within our workforce. This disparity is particularly evident in operational roles, where the physical demands and historical norms of the work have long attracted a predominantly male workforce. The median gender pay gap at Fergusons Transport stands at 3.9%, indicating that the middle-paid man earns 3.9% more than the middle-paid woman. In practical terms, this means **women earn 96p for every £1 earned by men**, based on median hourly pay. This gap primarily reflects the distribution of roles within the business rather than unequal pay for the same work. We are committed to equal pay for equal work. Bonus payments were received by 100% of women and 95% of men, indicating equitable access to bonus reward. We acknowledge the gender imbalance in our workforce and remain committed to fostering greater diversity and inclusion across all levels of the business. While the current gender pay gap is influenced by the makeup of our workforce and industry norms, we continue to explore opportunities to support and encourage more women into all areas of our operations. We confirm that the above report is accurate to the best of our information, knowledge, and belief.

**Andrew Muxworthy**  
**HR MANAGER**

29<sup>th</sup> March 2025