



## GENDER PAY GAP REPORT 5 APRIL 2024

Prolog Fulfilment Ltd are pleased to publish its Annual Gender Pay Gap Report. This is the report with a snapshot date containing relevant data as of 5<sup>th</sup> April 2024 in compliance with the Government Pay Gap Reporting Requirements for the Private Sector.

Prolog Fulfilment Ltd are fulfilment specialists who have expertise and infrastructure to provide tailored solutions for our customers' warehousing, fulfilment and contact centre requirements, dispatching over thirty million items per year.

We are committed to the principle of equal opportunities and equal treatment for all our employees, and we take pride in this as part of our values at Prolog Fulfilment Ltd.

### Understanding our Pay Gap

The pay gap shows a mean pay gap of **5.03%**. We are significantly below our competitors in the sector whose mean gender pay gap is between 8.7%-20.7%.

Gender Pay Gap	Bonus Gap
<b>Mean Average Pay Gap = 5.03%</b>	<b>Mean Bonus Gap = 13%</b>
<b>Median Average Pay = 0%</b>	<b>Median Bonus Gap = 11%</b>
Percentage split of relevant employees: Male = <b>47%</b> Female = <b>53%</b>	Percentage split of employees receiving a bonus: Male = <b>38%</b> Female = <b>30%</b>

### Understanding our Bonus Gap

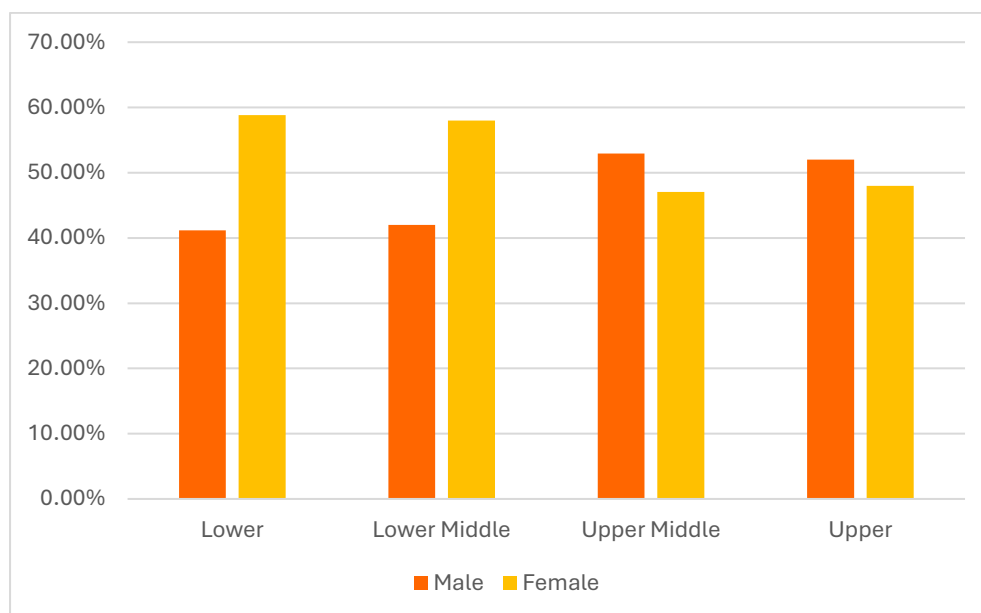
At the point of the relevant date of 5<sup>th</sup> April 2024, **34%** of the relevant employees were in receipt of a bonus linked to hours worked during our Peak time. Whilst all Warehouse staff receive the same £ bonus, our Mean Bonus Gap is influenced by 20% of female employees requesting part-time hours.

### Pay Quartiles

The Pay Quartiles Chart illustrate that we continue to have a good balance in our Upper Quartile, with a marginally higher differential towards females in our Lower and Lower Middle Quartiles of the gap.

Our Upper Middle and Upper Quartiles demonstrating a marginally higher percentage of males.

In the Lower and Lower Middle Quartiles, females represent a higher percentage of the workforce, indicating a stronger female presence in lower paid roles. These roles are split between Warehouse Operatives and Administrators and there is a correlating higher number of female part-time employees in these areas of the business.



### Confirmation



Prolog Fulfilment Ltd continue to maintain our Gender Pay Gap and equal representation at every level of the business.

Based on our market sector analysis, our Gender Pay Gap is significantly better than the competitors surveyed, whose pay gap ranges from 8.7% - 20.7%.

We are proud to demonstrate our positive approach to equality across our company, not only around pay, but in all aspects of employment starting at recruitment, and continuing throughout the employment lifecycle.

Our diverse workforce and inclusive employee initiatives recognise all employees irrespective of level, gender or any other protective characteristic.

I can confirm that the data contained in this report is accurate and published in accordance with the Gender Pay Gap reporting guidance and regulations.

**Neil Daniells**

**Chief Executive Officer**

**4 April 2025**