

GENDER PAY GAP REPORT 5.4.2025



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 5th April 2025 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 30 million items per year.

We are committed to the principle of equal opportunities and equal treatment for all of 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 **2.05%** which is an improvement on the previous year which was **5.03%** and better than the industry average mean gender pay gap of **4.6%**.

Gender Pay Gap	Bonus Gap
Mean Average Pay Gap = 2.05%	Mean Bonus Gap = 7%
Median Average Pay = 2.95%	Median Bonus Gap = 1%
Percentage split of relevant employees: Male = 45.2% Female = 54.8%	Percentage split of employees receiving a bonus: Male = 39% Female = 26%

Understanding our Bonus Gap

At the point of the relevant date of 05th April 2024, **32%** 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.

Our Mean Bonus gap has reduced from 13% to 7% with our Median Bonus Gap reducing from 11% to 1%.

Gender split

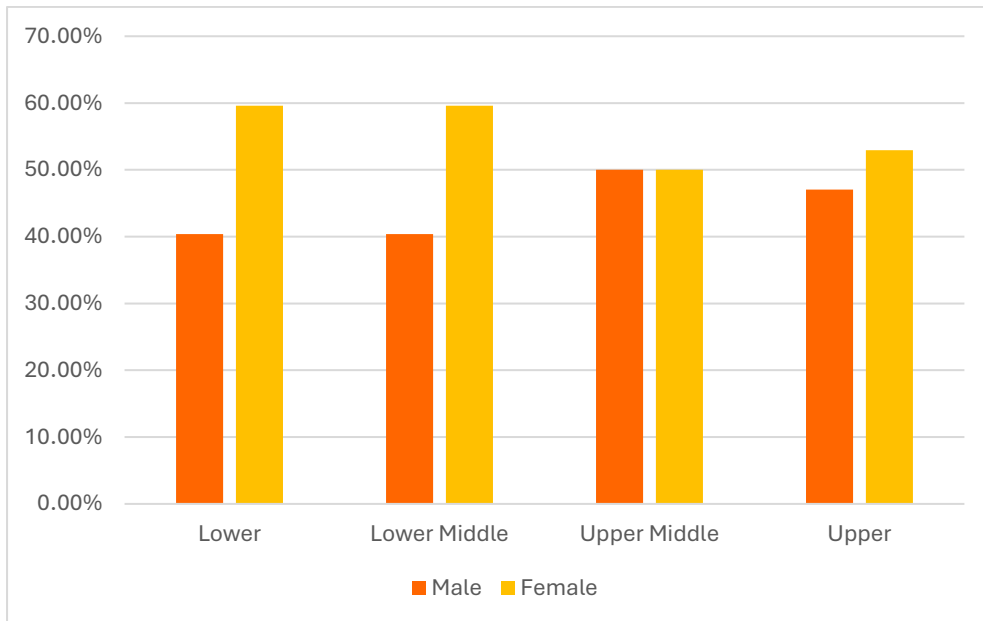
Our gender split of relevant employees and those receiving a bonus have remained very similar to last year.

Pay Quartiles

The Pay Quartiles Chart illustrate that we continue to have a higher differential towards Females in our Lower, Lower Middle and Upper Quartiles of the gap. Our Upper Middle demonstrates a 50/50 percentage between males and females.

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 very proud to demonstrate our positive approach to equality across our company, not only in the area of 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

31.03.2026