

Staci UK

Gender Pay Gap Report 2022



ABOUT STACI

As the UK market leader, Staci is dedicated to the storage, collation/preparation and delivery of core products and marketing materials for many of the world's leading brands and retailers.

With 6 fulfilment centres across the UK spanning over 800,000 square feet, Staci handles over 3 million orders a year for the likes of Coca-Cola, Unilever, Heineken, Mars, Diageo and Nestle.

Our vision is to be a £100m multi-channel fulfilment specialist by 2025.

EXECUTIVE COMMENTARY

Our Team Member demographic of 45% female / 55% male represents a slight increase in the proportion of female workers since our last report in September 2021. We are pleased to report that our gender mix suggests that our workforce is significantly more gender diverse than the wider Logistics sector (1).

At the snapshot date in 2021 we still had approximately 14% of Team Staci on furlough leave. Although this is considerably less than at the snapshot date in 2020 it is significant enough to again impact these gender pay gap results.

It is important to me that our organisation is made up of a diverse mix of genders, races, ages etc. and that these characteristics have no bearing on what our team members earn; I am pleased that our median hourly rate figure shows that we are largely achieving equality. Staci's proportion of female managers at 41% is particularly pleasing, particularly when compared to the warehousing and storage industry where typically over 80% of managers are thought to be male (2).

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

A handwritten signature in black ink, appearing to read 'Wayne Chapman', with a horizontal line underneath.

WAYNE CHAPMAN

MANAGING DIRECTOR

(1) Skills and Employment Report 2021 Produced by Logistics UK Policy

(2) Skills and Employment Report 2021 Produced by Logistics UK Policy - Source: Repgraph analysis for Logistics UK, Labour Force Survey, ONS, Q2 2021

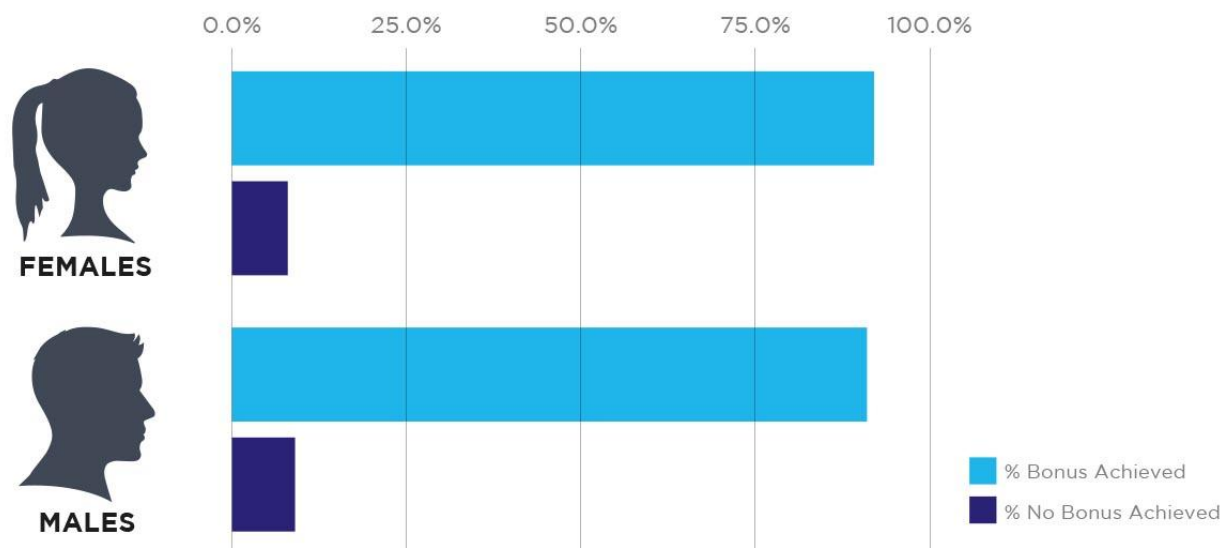
PAY AND BONUS GAP

	Mean	Median
Hourly Pay Gap	10.45%	-0.02%
Bonus Gap	51.96%	0.00%

Although we increased the number of females in the upper quartile in the past 12 months the mean hourly pay gap was slightly greater, largely due to the number of females in executive roles remaining unaltered at less than 20% and due to a significant male senior appointment during the year. Again, it is worth noting that the large proportion of employees furloughed at the snapshot date in 2020 makes any comparison to our 2021 results somewhat futile.

Slightly more females than males achieved bonus in the 12 months prior to the snapshot date, this was also the case in 2020. The mean bonus gap has increased since 2020, this was due to a category of middle manager being moved to a higher bonus level; a greater proportion of these managers were men.

Bonus Achievement 2020 - 2021



QUARTILES

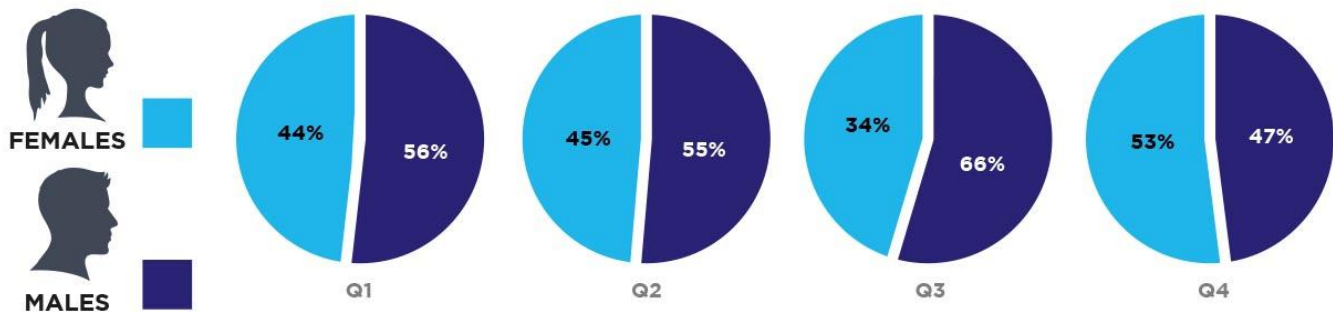
As stated previously, the % of females in the upper quartile increased from 2020 to 2021. The increase is partly due to the growth in female warehouse managers but also due to the fact that several female managers were furloughed or on maternity leave in 2020. The decline in females in the upper middle quartile needs further investigation but is perhaps due to a decline in the proportion of our 1st line managers who are female. It would seem that the % of females in the lower quartiles has dramatically increased on the 2020 report but this data has again been skewed by the furlough and maternity situation in 2020.

UNDERSTANDING OUR GENDER PAY AND BONUS GAP

It is heartening to see a year on year increase in the female Staci population, which is perhaps due to our improved approach to flexibility. We hope that the recent post-lockdown expansion of home working will further assist the growth of our female workforce. Further flexible working options are under consideration.

Our challenge remains the growth of females at an executive level, a problem not uncommon within the industry. We will continue to encourage senior female appointments when opportunities arise.

Gender Per Quartile - 2021



**For the purpose of this report our headcount has been based on the data of 474 Relevant Employees as at April 2020. It should be noted that the number of Full Pay Relevant Employees is based on only 209 employees after those furloughed, on maternity and SSP were removed.*