

Staci UK



Gender Pay Gap Report 2023

www.staciuk.com

ABOUT STACI

As a UK market leader, Staci is a multichannel fulfilment expert preparing, packing and delivering eCommerce/B2C and B2B orders for some of the world's best loved and fastest growing brands.

With 7 fulfilment centres across the UK spanning over 900,000 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 2026.

EXECUTIVE COMMENTARY

Our Team Member demographic of 46% female to 54% male represents a slight increase in the proportion of female workers since our last report in April 2022. We are pleased to report that our gender mix suggests that our workforce is significantly more gender diverse than the wider Logistics sector (1).

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, especially 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 long horizontal flourish extending to the right.

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

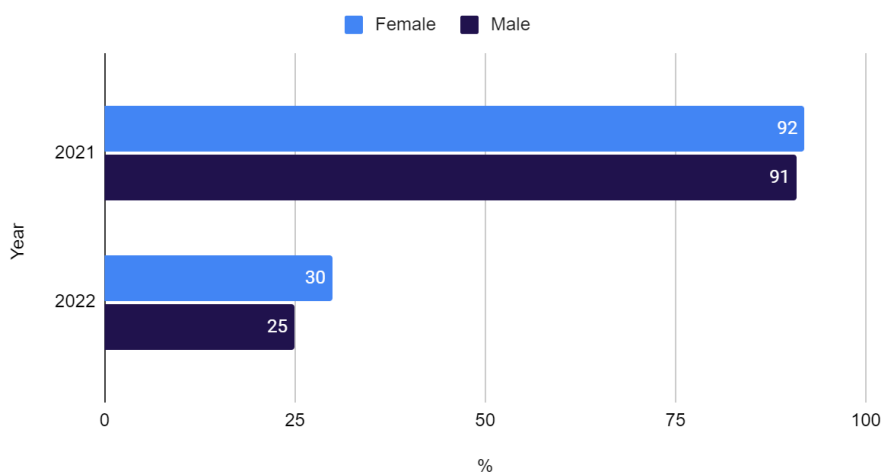
	Mean	Median
Hourly Pay Gap	10%	1%
Bonus Gap	45%	0%

We saw a slight decline in the mean hourly pay gap from the previous report, this correlates to an increase in the % of females in the upper quarter.

More females than males achieved bonuses in the 12 months prior to the snapshot date, this was also the case in 2022 and 2021 and is largely due to better attendance amongst females than males. The mean bonus gap has reduced from the 2022 report, with the median female's bonus being the same as that of the median man. The median figure can be explained because our bonus scheme for team members is a flat rate. The overall improvement can also be attributed to more females in the upper quartile.

The overall decline in bonuses earned was due to recovery post covid.

Bonus Achievement 2021 v 2022



QUARTERS

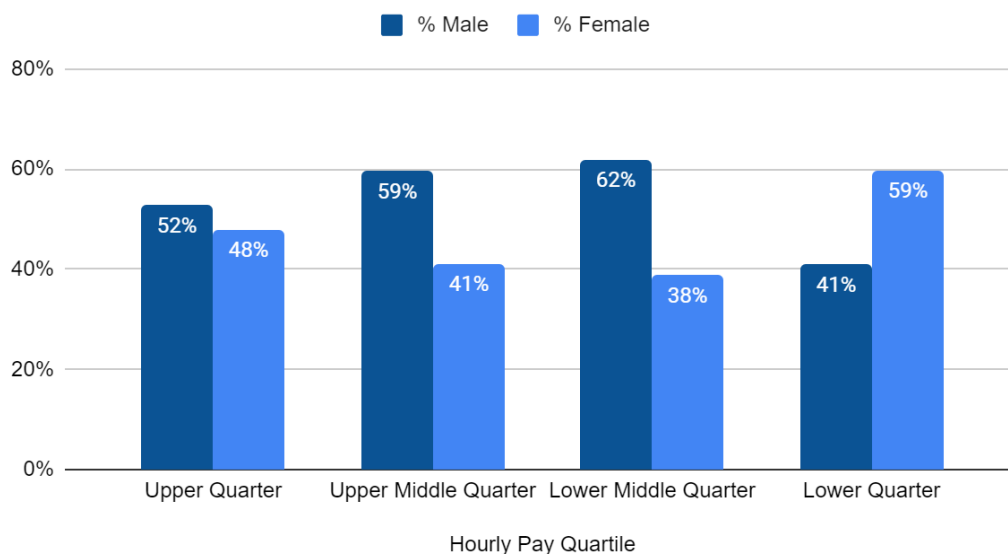
As stated previously, the % of females in the upper quarter increased from 2021 to 2022. The decline in females in the upper middle quarter needs further investigation but is perhaps due to a decline in the proportion of our 1st line managers who are female. It would seem that the % of females in the lower quarters has increased since the 2021 report.

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.

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 Split per Quartile



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.

