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# **Staci UK Gender Pay Gap Report 2025**

For April 2024 Snapshot Date

## ABOUT STACI

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

With 7 fulfilment centres across the UK spanning over 800,000 square feet, Staci handles over 3 million orders a year for over 100 clients.

Our vision is to be a £150m multi-channel fulfilment specialist by 2030.

## EXECUTIVE COMMENTARY

Our Team Member demographic of 42% female to 58% male represents a slight decline in the proportion of female workers since our last report in April 2024. However 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 37% 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) <https://ciltuk.org.uk/News/Latest-News/ArtMID/6887/ArticleID/37525/Women-in-Transport-report-exposes-gender-inequality-and-calls-for-ESG-action>

(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	13%	0%
Bonus Gap	31%	0%

We saw a 2% decrease in the mean hourly pay gap from the previous report, this correlates to an increase in the number of females in the upper quartile but the impact is somewhat offset by a decrease in the number of females in the upper middle quartile.

Like previous years, more women than men earned a bonus in the 12 months prior to the snapshot date. The mean bonus gap has decreased by a healthy 5%, reflective of the larger numbers of women in the upper quartile. The median male and female bonus is exactly the same.

Overall, higher levels of bonuses were paid out in 2023/2024.

% Of Staci Team Members Earning Bonus



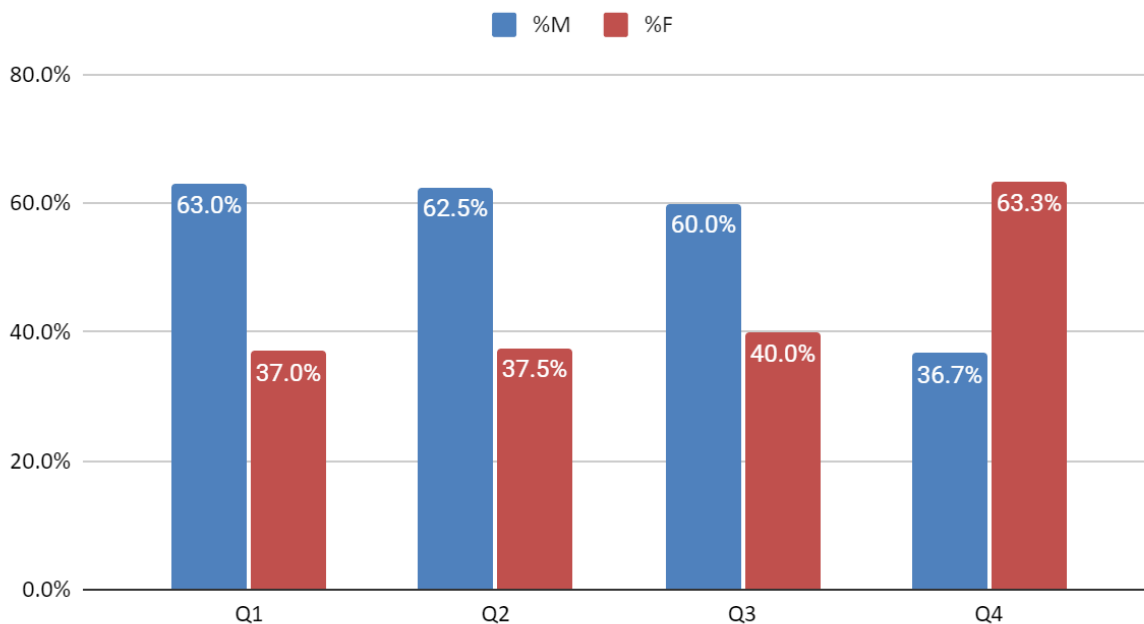
## QUARTILES

As stated previously, the % of females in the upper quartile increased from 2023 to 2024. This 5% increase was however offset by a slightly larger than 5% increase in the proportion of males in the upper middle quartile. The increase in the upper quartile is due to 9 female promotions. The increase in the proportion of males in the upper middle quartile is due to an increased focus on increasing MHE pay due to labour market shortages (MHE drivers are predominantly male).

## UNDERSTANDING OUR GENDER PAY AND BONUS GAP

Compared to sector norms we are pleased with the overall progress in terms of gender pay gaps. Our challenge comes in encouraging female team members to develop MHE skills and to want to progress to first line management. Female team members who take the step towards management often progress to higher levels of management.

### Gender Split by Quartile



*\*For the purpose of this report our headcount has been based on the data of 521 Relevant Employees as at April 2024. It should be noted that the number of Full Pay Relevant Employees is based on only 479 employees after those, on maternity, SSP etc were removed.*

