



Staci UK Gender Pay Gap Report 2026

For April 2025 Snapshot Date

ABOUT STACI

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

I am pleased to report that our Team Member demographic of 43% female to 57% male represents a very marginal increase in the proportion of female workers since our last report in April 2025; overall 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. This year our median gap unfortunately increased from 0% to 4.7%, largely due to a redundancy exercise which resulted in the voluntary redundancy of some long serving female managers and due to the fact that almost all the females on maternity leave would normally be allocated to quartiles 1 or 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)<https://www.logisticsmatters.co.uk/article/in-with-the-in-crowd/>

PAY AND BONUS GAP



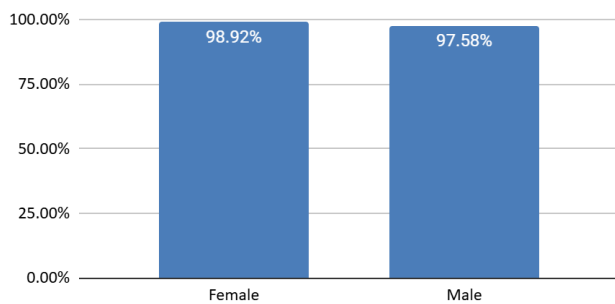
	Mean	Median
Hourly Pay Gap	12%	5%
Bonus Gap	32%	0%

For the 2nd consecutive year we saw a decrease in the mean hourly pay gap, this correlates to an increase in the number of females in Q2 and a consistent number of females in Q3.

Like previous years, more women than men earned a bonus in the 12 months prior to the snapshot date. The mean bonus gap has increased, reflective of a small decrease in the proportion of females in Q1. The median male and female bonus is marginally in favour of females and improved on our last report.

Overall, higher levels of bonuses were paid out in 2024/2025, boosted by a bonus provided to all team members on sale of the business.

% Of Male v Female Team Members Earning a Bonus



QUARTILES

Whilst we saw an increase in the % of females in the upper quartile from 2023 to 2024 this year resulted in a decrease of 4% of females in the upper quartile. The decrease in the upper quartile was largely due to a voluntary redundancy programme at one site which resulted in several female, long serving team members opting for redundancy. However the % of females in Q2 increased due to an increase in female 1st line managers.

UNDERSTANDING OUR GENDER PAY AND BONUS GAP

Our challenge comes in encouraging female team members to develop MHE skills and to want to progress to first line management (in order to create a pipeline of future female senior managers). Female team members who take the step towards management often progress to higher levels of management.

Gender Split by Quartile 2025

