



XPO Transport Solutions UK Limited

2023 Gender Pay Gap Report



Introduction

We are pleased to present the 2023 Gender Pay Gap report for XPO Transport Solutions UK, where we continue to be committed to ensuring an equitable workplace.

Since 2022 we have increased the number of female colleagues by 76% and our mean gender pay gap remains exceptionally low at 1.8%. These results are a testament to the positive action we have taken throughout the past year to further embed our inclusive culture across the organisation.

Our female listening forums have resulted in a number of new initiatives, from improved uniform provision and enhanced wellbeing programmes, to providing our female colleagues and lone workers with PeopleSafe alarms. We have also invested significantly in enhancing our family friendly policies which have been widely welcomed across the business and position XPO amongst the most family friendly logistics businesses in the UK.

In early 2023 we held our first International Women's Day event where both male and female colleagues came together to discuss the resources and opportunities needed to reach an equal outcome for all and following feedback from this event we are excited to be launching a new Mentoring Programme in 2024, with the first cohort of mentees consisting of female colleagues.

"Whilst it may be widely perceived that logistics remains a male dominated industry, we recognise the importance of our business operating as a multicultural and inclusive environment; one where our colleagues represent the diverse society and customers that we serve. We continue to strive towards increasing female representation across our business and remain committed to reducing the gender pay gap, by implementing proactive, industry-leading initiatives."

Lynn Brown Vice President, Human Resources

A note on the calculations

We recognise that not all individual's identify as either Male or Female, however for the purposes of these calculations we have used the 'legal sex' data in line with current legislation.

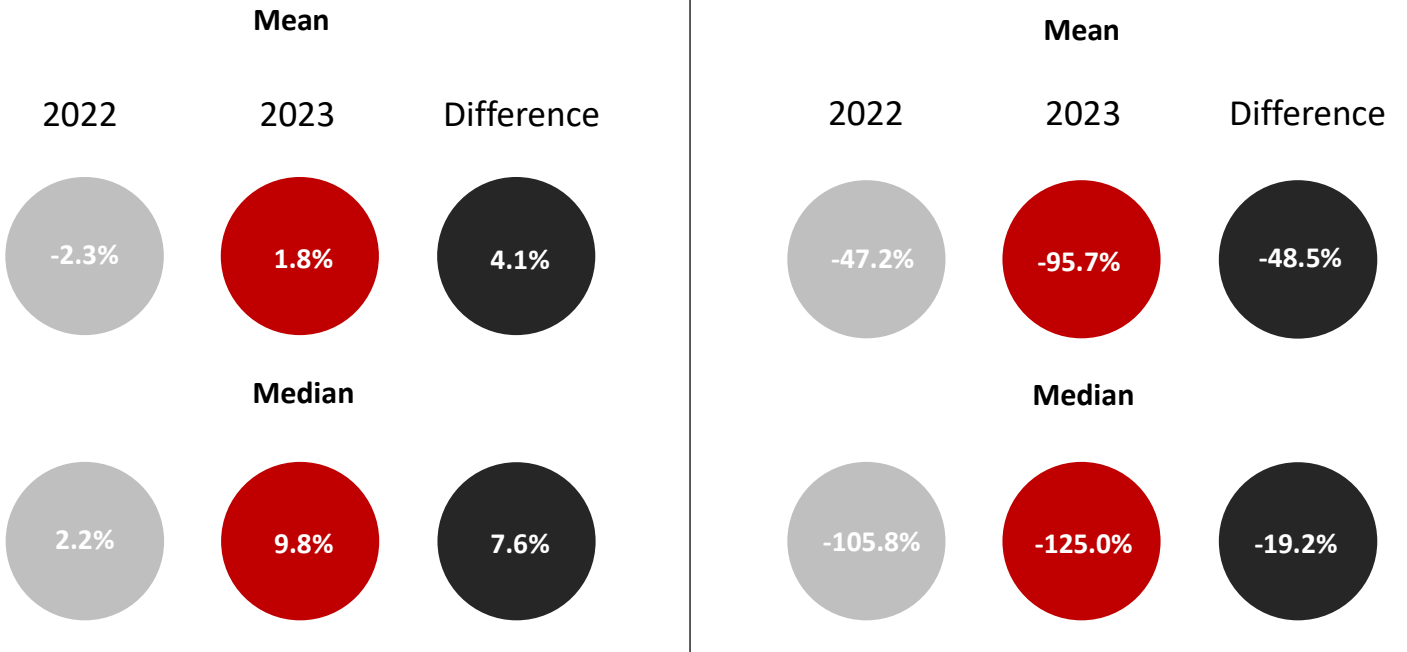
Safe ▪ **Entrepreneurial** ▪ **Respectful** ▪ **Innovative** ▪ **Inclusive**



XPO Transport Solutions UK Results

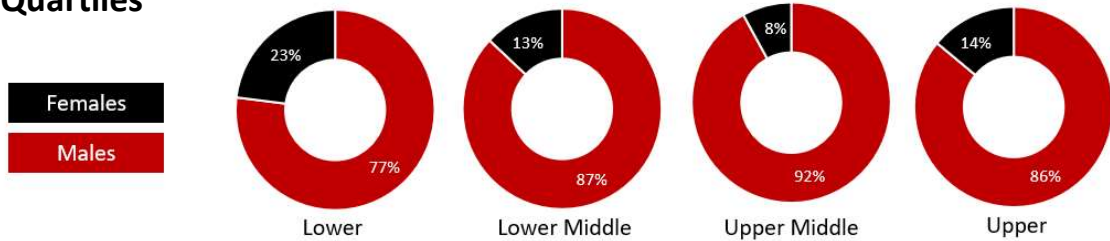
Gender Pay Gap

Bonus Pay Gap



Our bonus pay gap highlights that female colleagues received a higher mean and median bonus than male colleagues.

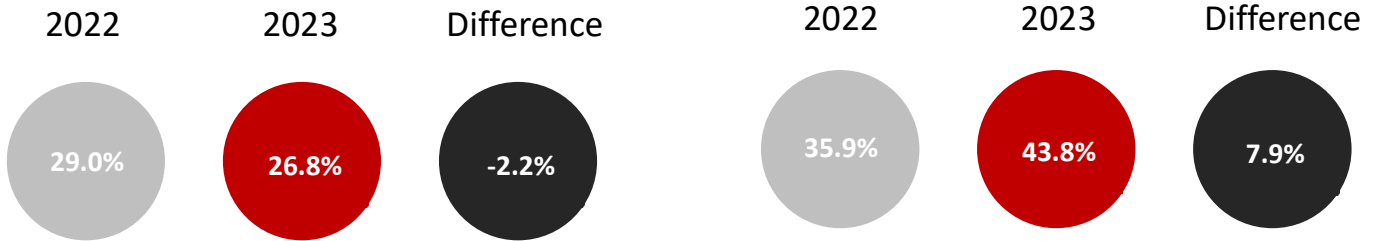
Pay Quartiles



Bonus Participation

% of females receiving a bonus

% of males receiving a bonus



Our Focus for 2024

- Attract** more individuals into logistics at all levels, by sending a clear message that we take diversity and inclusion seriously and are committed to making change happen
- Engage** with all talent through access to high quality learning and development resources, as well as inspirational role models
- Advance** colleagues through our talent pipeline, shining a spotlight on the range of roles and opportunities that XPO can offer individuals in logistics, whatever their background
- Retain** our star performers by ensuring colleagues are given the support and opportunities to thrive at XPO



Following our business's commitment to the Diversity & Inclusion Charter in early 2023, we continue to focus our efforts across 6 key pillars and have committed to taking the following action:

Women in XPO

- Introduce a suite of enhanced family-friendly policies
- Launch a mentoring programme, with the first co-hort of mentees to be female colleagues
- Continue the conversations about Women's Health by providing forums for colleagues to share information and experiences
- Continue celebrating females in logistics, for example through International Women's Day events
- Continue to expand our *Female Driver* forum

Disability Confident

- Work towards obtaining Disability Confident Level 2
- Increase awareness and our participation in the DSWorkfit programme
- Continue our partnership with other organisations to offer opportunities and work experience for disabled individuals

XPO Pride

- Review all policies to ensure they are inclusive
- Sponsorship of a pride event, ensuring colleague representation

Cultural Awareness

- Celebrate and raise awareness of all cultures
- Implement unconscious bias training via online learning courses
- Create a calendar of cultural events

Neurodiversity

- Continue raising awareness of neurodiversity and the benefits it can bring to the business
- Introduce Neurodiversity Champions
- Provide Neurodiversity training for colleagues

Veterans

- Continue to develop relationships with organisations that support the resettlement of veterans and their families
- Development of a veterans work experience programme
- Advance our Silver Armed Forces Covenant status to Gold

"We are committed to putting diversity and inclusion at the top of our agenda to ensure all colleagues feel welcome and safe coming to work. We recognise that there are still opportunities to improve further, and we continue to implement industry-leading initiatives to drive the change that is needed."

I can confirm that the data contained within this report is accurate and the calculations have been carried out in accordance with the Equality Act 2010 (Gender Pay Gap Information) Regulations 2017."

Dan Myers, Managing Director

XPO