



2021-2022 UK Gender Pay Report - Logistics

At XPO Logistics in the UK, we have two legal entities that each employ 250 or more people. These entities are XPO Transport Solutions UK Limited (Logistics) and XPO Bulk UK Limited (Bulk). We welcome the government's initiative to have companies publish their gender pay gaps as a step forward in legislating for equality.

Making Our Difference

A comment from Dan Myers, Managing Director - UK and Ireland

We firmly believe in treating everyone equally; this is our guiding principle as a team. 2021 is the second year in which our gender pay gap has been zero or positive, and although we take great pride in what is a true meritocracy, there is no room for complacency. However, we recognise that women still represent too small a population in our organisation, which we will continue to prioritise, ensuring we can attract the very best calibre candidates. By adapting and evolving our policies, I am confident we can move from an excellent place to a great one, helping make our society fairer and more reflective.

A comment from Lynn Brown, Vice President of Human Resources - UK & Ireland

Our industry continues to make progress on the issue of Diversity. However, there is much we can do to address this further. At XPO, we recognise that a diverse workforce is key, and we have been working with our female colleagues to remove barriers and promote development and progression. We are pleased to report that 42% of our management colleagues are Female. For us, it doesn't stop with Gender, we are committed to continuing to promote equal opportunities for all, and our range of programmes exists to encourage new recruits from all backgrounds. We want to attract and retain the very best talent in the market and recognise that a diverse workforce with diverse experiences delivers this.

We have made great strides in addressing any differential in pay and compensation, and we are one of the very few organisations that pay females more than males.

Our continued focus on improving our recruitment and development practices to attract the most talented males and females has delivered more success this year.

Here are some of the highlights:

- The percentage of females successfully hired into graded roles is up from 2020 to **41%**.
- Females occupied **42%** of our graded positions.
- Our talent development initiatives are delivering very positive results: female employees make up **42%** of all apprentices and **40%** of our advanced Level 3 apprentice programme.
- Our focus on Female Drivers has seen us onboard six additional female drivers since the programme launched.
- Our female representation on our in-house Leadership Development Programme – XPO Way – was up again on the year to **30%** for Level One and **31%** for Level Two.



This last year, we have embarked on several initiatives to further progress our diversity and inclusion agenda. Specific achievements include:

- The launch of the **Female Drivers Forum** aims to identify and unblock barriers to entry for females in the industry and to raise awareness of career paths, encouraging females to explore their full potential.
- We have launched **Driver Training Academies** to attract new recruits from a range of backgrounds and provide them with the skills they need to do the job well and safely.
- We have extended our partnership with **DSWorkfit** to provide fully paid work to people with Downs Syndrome. We are utilising their skills and passion whilst providing full support.
- Our work with **Ex-Offenders** gives a second chance to people many wouldn't through paid employment.
- Introduced a new industry-leading paternity policy with **enhanced paternity pay**, offering two weeks of basic pay to qualifying employees.
- To show our support for our LGBTQ+ Communities, we sponsored the Birmingham and Tamworth **Pride** events.

We remain committed to improving and refining our approach to ensure that our recruitment process is always fair and that we reflect XPO as an employer where everyone is welcome and has an equal opportunity to develop a rewarding career with us. We can do more to improve diversity in non-management roles and further enhance women's careers in the logistics sector, which we will continue to commit to. We will continue to work on ensuring total compensation is fair and provide parity regardless of gender.

We confirm that the data reported is accurate. In accordance with the Equality Act 2010 (Gender Pay Gap Information) Regulations 2017, XPO Logistics is required to carry out this Gender Pay Gap reporting.

XPO Logistics - UK Gender Pay Gap

Our mean gender pay gap at present is -2.78% for Logistics, demonstrating that women received a slightly higher Mean pay than Men.

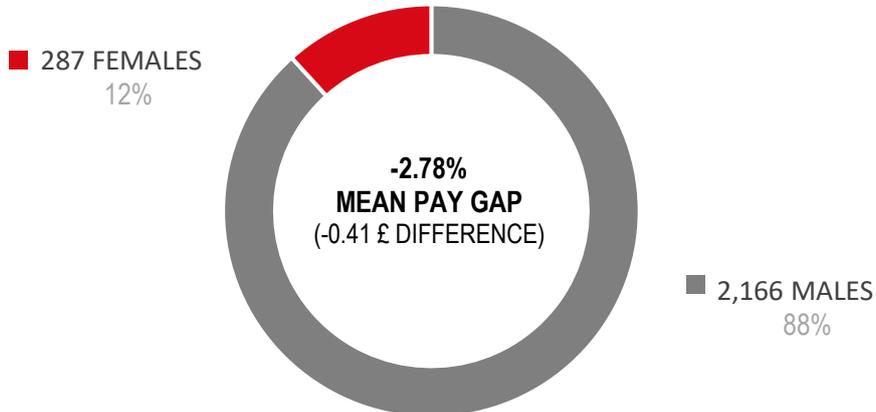
Mean Gender Pay Gap in hourly Pay

- A. The total of hourly pay rates for all male employees divided by the number of male employees.
- B. The total of hourly pay rates for all female employees divided by the number of female employees.

Mean gender pay gap calculation: $(A - B) / A$

LOGISTICS

2,453 TOTAL EMPLOYEES



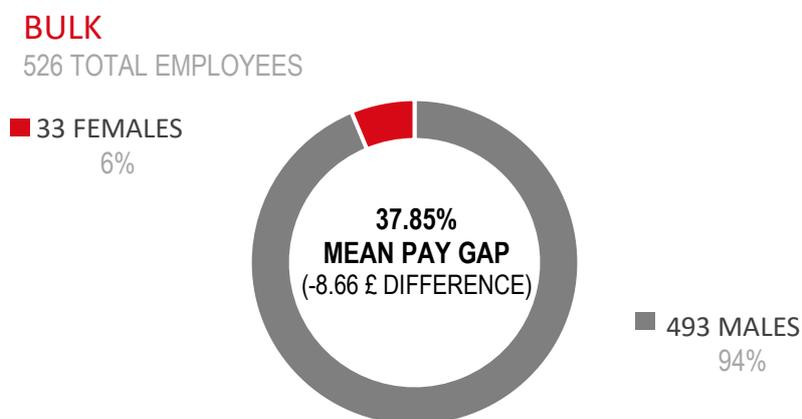
XPO Logistics - UK Gender Pay Gap

Our mean gender pay gap at present is 37.85% for Bulk. This is due to the significantly higher proportion of males to females traditionally seen in this section of the business. We remain dedicated to reducing the pay gap to zero.

Mean Gender Pay Gap in hourly Pay

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- B. The total of hourly pay rates for all female employees divided by the number of female employees.

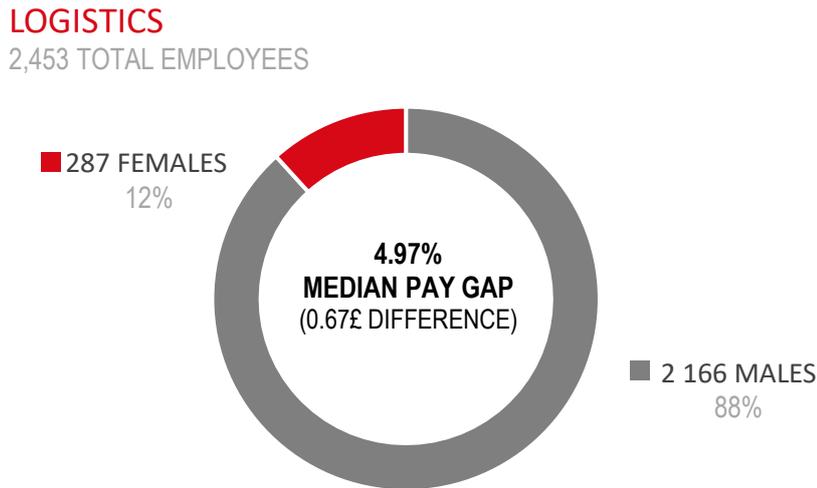
Mean gender pay gap calculation: $(A - B) / A$



Median Gender Pay Gap in Hourly Pay

- A. The median value of all male hourly pay rates is listed from highest to lowest.
- B. The median value of all female hourly pay rates is listed from highest to lowest.

Median gender pay gap calculation: $(A - B) / A$



Gender Pay Gap Quartile Figures

Methodology:

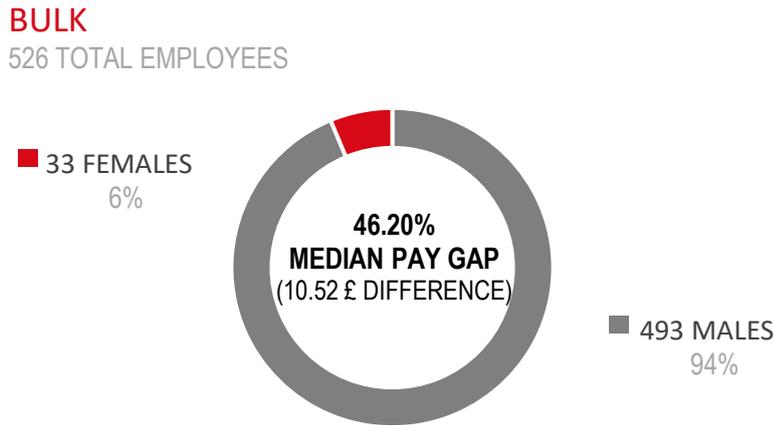
1. The full list of hourly pay rates is sorted in order from highest to lowest and then divided into four quartiles, with an equal number of employees in each quartile
2. The number of employees in each quartile is divided by the total number of employees to obtain the percentages by gender.

LOGISTICS	FEMALE %	MALE %
UPPER QUARTILE	13,68%	86,32%
UPPER MIDDLE QUARTILE	6,53%	93,47%
LOWER MIDDLE QUARTILE	9,46%	90,54%
LOWER QUARTILE	17,13%	82,87%

Median Gender Pay Gap in Hourly Pay

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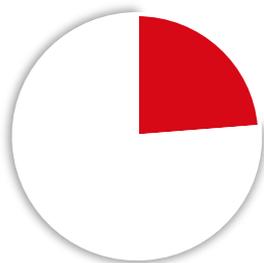
BULK	FEMALE %	MALE %
UPPER QUARTILE	0,76%	99,24%
UPPER MIDDLE QUARTILE	1,53%	98,47%
LOWER MIDDLE QUARTILE	2,27%	97,73%
LOWER QUARTILE	20,61%	79,39%

Bonus Pay - Gender Pay Gap

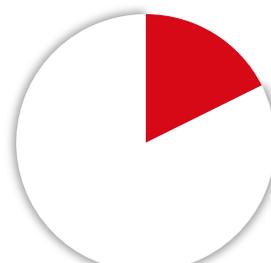
In our overall business, we have a higher proportion of male employees to females, which puts more males in a position to be eligible for a potential bonus.

However, we are proud to say that the proportion of females in the upper pay quartile keeps growing from one year to another.

287 FEMALE EMPLOYEES
23.75%
RECEIVE BONUS



2,166 MALE EMPLOYEES
17.64%
RECEIVE BONUS



LOGISTICS

Mean Gender Pay Gap in Bonus Pay

Males vs. Females	£ Gap	% Gap
Logistics	£ 430,66	14,27%

The £ gap shown is the monthly difference in mean bonuses paid.

Median Gender Pay Gap in Bonus Pay

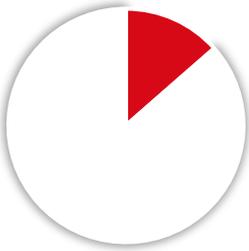
Males vs. Females	£ Gap	% Gap
Logistics	-£ 523,56	-121,96%

The £ gap shown is the monthly difference in median bonuses paid. Our bonus pay gap highlights that **in Logistics, females received a higher median bonus than males.**

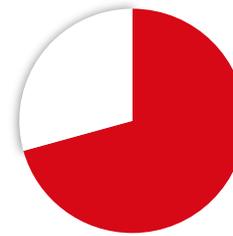
Bonus Pay - Gender Pay Gap

In our overall business, we have a higher proportion of male employees to females, which puts more males in a position to be eligible for a potential bonus.

33 FEMALE EMPLOYEES
13.51%
RECEIVE BONUS



493 MALE EMPLOYEES
70.69%
RECEIVE BONUS



BULK

Mean Gender Pay Gap in Bonus Pay

Males vs. Females	£ Gap	% Gap
Bulk	-£ 624,60	-48,07%

The £ gap shown is the monthly difference in mean bonuses paid. Our bonus pay gap highlights that, in Bulk, females received a higher mean bonus than males.

Median Gender Pay Gap in Bonus Pay

Males vs. Females	£ Gap	% Gap
Bulk	£ 902,00	74,24%

The £ gap shown is the monthly difference in

