

Gender Pay Gap Report 2025/6

Overview

We recognise that the make-up of our organisation affects the Gender Pay Gap. In general the logistics sector has an average of 25%* female representation whilst Arvato UK has a 39% female representation which is a 4% increase on the previous year. We continue to work to attract and retain female talent and those from less well represented groups. We are committed to ensuring Arvato is a welcoming and inclusive environment which allows all employees, regardless of gender to thrive and reach their career potential. Our median pay gap is **6.3% in favour of women** which has increased from 3.6%, this is largely down to the proportion of women working in roles that appear in the upper middle pay quartile. Our workforce encompasses warehouse operatives and teams across 3 industries and supporting functions including Finance, IT and HR. Our Mean pay gap has reduced from 2.8% to 1.6%. The changes in our mean and median pay gaps this year can largely be attributed to the overall increase of women joining the business.

Gender Pay Gap

Mean Gender Pay Gap: **1.6%**
 Median Gender Pay Gap: **-6.3%**

Bonus Pay Gap

Mean Bonus Pay Gap: **16%**
 Median Bonus Pay Gap: **-5.3%**
 Proportion of Men receiving a Bonus: **2.4%**
 Proportion of Women receiving a Bonus: **3.1%**

Pay Quartiles

Quartiles	Male	Female
Upper	60%	40%
Upper Middle	55%	45%
Lower Middle	66%	34%
Lower	62%	38%

The number of women has increased at all pay quartiles.

Closing the Gap

We have committed to reviewing our policies, procedures and working practices to ensure we maintain equity and consistency across our UK sites. We have seen an increase in the number of women joining our industry which remains higher than average within the logistics sector. We continue to strive to have a better gender representation in general within our business, reviewing our recruitment practices to ensure we attract from a wide pool.

Whilst we have a negative median gender pay gap, we recognise part of our focus needs to be on the distribution of women throughout our business. Whilst the proportion of men and women receiving a bonus is relatively similar there is a larger discrepancy with overall Bonus payments, we remain committed to reviewing our benefits structure and ensuring that women are given equal access to roles attracting a higher total remuneration package.

Some of our policy led work, we believe, supports ensuring we foster a culture of inclusion and

belonging, such as:

1. Enhanced Family Friendly Policies such as, Maternity and Paternity
2. Menopause Policy
3. Hybrid Working Policy
4. Holiday Purchase Scheme

Final Statement

An inclusive workplace provides us with an opportunity to attract talent from less well represented groups, providing a broader range of knowledge, experience and views, which improves decision-making and problem-solving, which are critical to improving our customers' experience and providing an environment for colleagues to thrive in. As we continue to deliver on our UK strategy for the future of Arvato, people will remain central to that success and we continue to endeavor to be the team everyone loves to work for.

Simon Jelley

UK HR Director

*Guardian.com