

Gender Pay Gap Report 2024/5

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 35% female representation. 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 **3.9% in favour of women** which 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.

Gender Pay Gap

Mean Gender Pay Gap: **2.8%**
Median Gender Pay Gap: **-3.9%**

Bonus Pay Gap

Mean Bonus Pay Gap: **33%**
Median Bonus Pay Gap: **30.5%**
Proportion of Men receiving a Bonus: **4.1%**
Proportion of Women receiving a Bonus: **3.8%**

Pay Quartiles

Quartiles	Male	Female
Upper	68%	32%
Upper Middle	59%	41%
Lower Middle	68%	32%
Lower	67%	33%

Closing the Gap

We are committed to reviewing our policies, procedures and working practices to ensure we maintain equity and consistency across our UK sites. Whilst we have a negative median gender pay gap, we recognise part of our focus needs to be on our bonus pay gap where there is a 33% gap in favour of men. Whilst the proportion of men and women receiving a bonus is relatively similar there is a larger discrepancy with overall Bonus payment which highlights the fact that of the roles attracting a higher salary and bonus package these are predominantly occupied by men. We also will strive to have a better gender representation in general within our business and monitor how our women progress within the business to achieve more senior positions which attract 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

5. Revised inclusion recruitment approach

Final Statement

A diverse workforce provides 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 develop our strategy for the future of Arvato, people will always remain central to that and we will continue to endeavour to be the team everyone loves to work for.

Simon Jelley

UK HR Director

*Guardian.com