

Menzies Distribution Solutions Limited Gender Pay Gap Report

4th April 2026

Gender Pay Gap Report

Menzies Distribution Solutions Limited is a leading UK logistics provider, delivering comprehensive supply chain solutions through a nationwide high cube transport network and strategically located warehouses.

We take pride in offering safe and sustainable logistics services to our customers across various sectors, including Paper & Packaging, News & Media, and Retail.

Our latest Gender Pay Gap Report is based on the snapshot date of 5th April 2025. As of this date, Menzies employed a total of 1,753 colleagues, 259 of whom are female.

The logistics industry has historically employed a higher proportion of males than females, particularly in driving roles, as these positions have traditionally been more challenging to attract female candidates to. Factors such as perceptions of the role, work hours, and physical demands have contributed to this imbalance. Although the industry continues to face ongoing driver shortages and actively works to attract more diverse talent, the gender imbalance within the driver population is likely to persist in the near term.

This ongoing imbalance not only influences recruitment and retention strategies but also impacts gender pay gap reporting within our organisation.

The following information provides a snapshot of our gender pay gap.

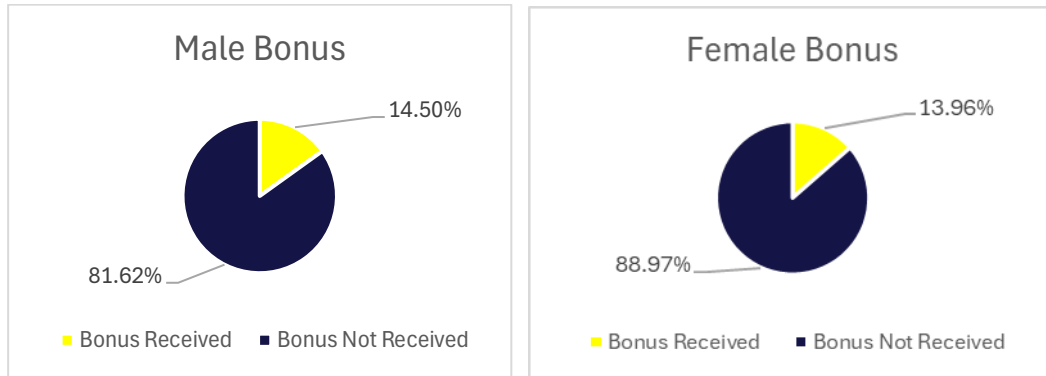
Gender Pay Gap March 2024 to April 2025

The mean gender pay gap is calculated by comparing the difference in the average pay of men and women as separate groups.

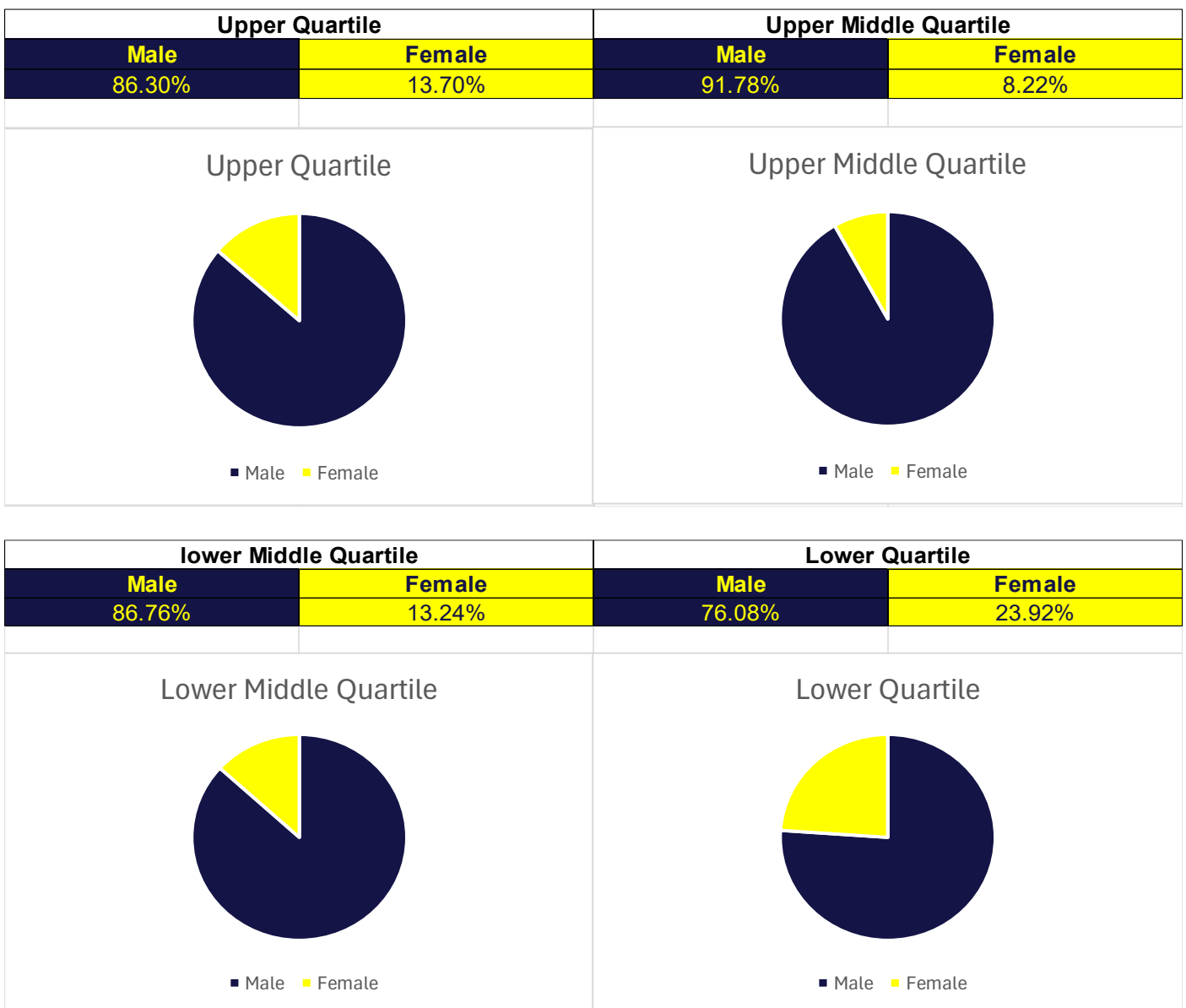
Pay and Bonus Gender Gap

	Mean	Median
Pay	3.66%	7.35%
Bonus	83.66%	49.95%

Proportion of colleagues awarded a bonus in the period



Proportion of males/females in each quartile pay band



Action plan

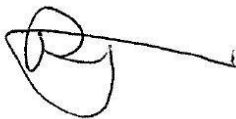
We recognise the importance of promoting diversity and inclusion and are committed to implementing initiatives aimed at attracting more female talent into driving and other traditionally male-dominated roles. These initiatives include targeted recruitment, both internally and externally, training programs, and female initiatives to challenge stereotypes and promote greater gender balance across all levels of our workforce.

In addition, we are actively working to increase female representation at the senior leadership level. This includes a dedicated focus on employing more women in senior positions, such as board members and senior management teams. We believe that diverse leadership is essential for driving innovation, improving decision-making, and fostering an inclusive organisational culture. Our recruitment strategies now emphasise gender diversity in leadership pipelines, and we are committed to creating pathways for talented women to advance into senior roles.

By fostering a more inclusive environment and promoting gender diversity at all levels, we aim to address existing disparities, enhance our organisational performance, and build a stronger, more resilient organisation that values and supports all its employees.

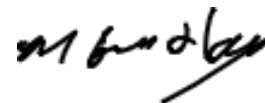
I confirm the data within this report is accurate and published in accordance with the gender pay gap report guidance and regulations.

Richard Morson

A handwritten signature in black ink, appearing to read 'R Morson', with a long horizontal stroke extending to the right.

CEO

Marcia Findlay

A handwritten signature in black ink, appearing to read 'M Findlay', written in a cursive style.

HR Director