

GENDER PAY GAP REPORT

Snapshot date – 5th April 2025

Menzies Distribution Solutions Ltd is a leading UK logistics provider operating supply chain solutions through a national high cube transport network and strategically located warehouses.

We pride ourselves on operating safe and sustainable solutions for our customers across several sectors including Paper & Packaging, News and Media and Retail.

Our latest Gender Pay Gap Report is based on the snapshot date of 5th April 2025. At this point, Menzies employed a total of 1,522 colleagues, of which 1,303 (85.61%) were male and 219 (14.39%) were 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. While the industry continues to face ongoing driver shortages and attract less females to driving roles, the gender imbalance within the driver population is likely to persist and continue to influence gender pay gap reporting within our organisation.

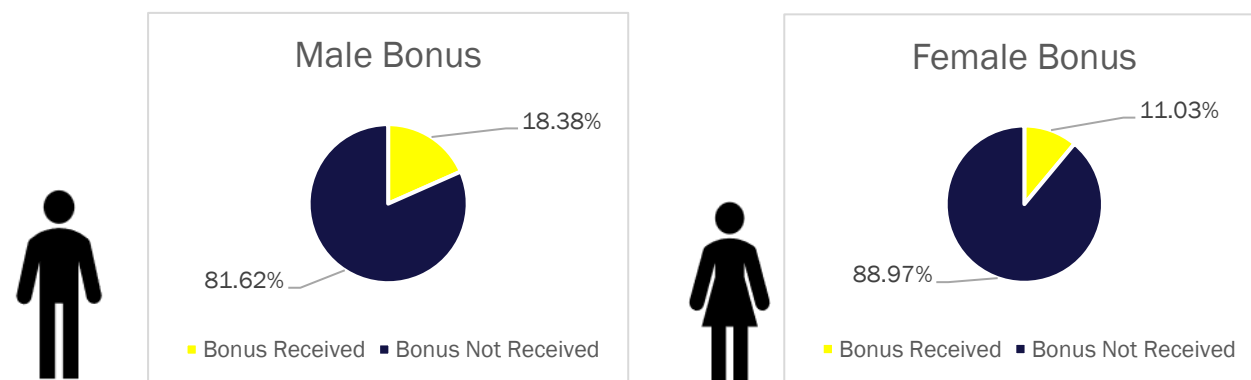
Gender Pay Gap March 2024 to April 2025

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

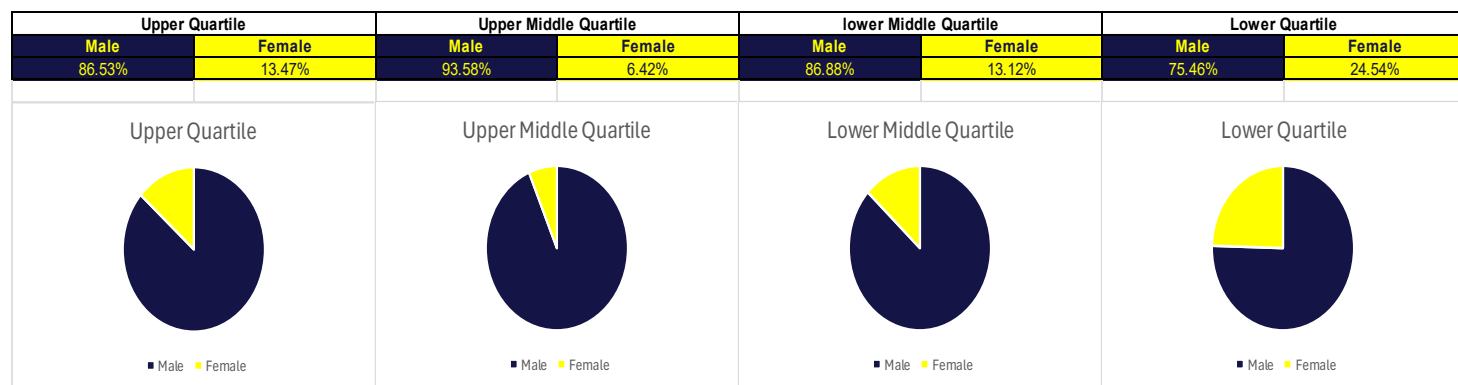
Pay and Bonus Gender Gap

	Mean	Median
Pay	4.29%	9.45%
Bonus	32.17%	33.69%

Proportion of colleagues awarded a bonus in the period



Proportion of males/females in each quartile pay band



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Action plan

- Clearly define our organisational identity
- Invest strategically in technology and talent
- Streamline operational processes
- Focus on enhancing customer experience, recruitment, diversity, and employee engagement,

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

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

MARCIA FINDLAY

HR Director, Menzies Distribution Solutions Ltd.

October 2025

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

RICHARD MORSON

Chief Executive Officer, Menzies Distribution Solutions Ltd.

October 2025
