

Gender Pay Gap Report

2024



Introduction

ILG is a market leader in the provision of Fulfilment and Delivery services to the fashion, beauty and well-being sectors. At ILG we aim to recruit and retain talent from all backgrounds, genders, ethnicities and abilities. We are committed to attracting a wide range of people into an industry that offers a huge range of exciting opportunities for everyone up to the highest level.

This report covers the Government's gender pay approach, which compares the average hourly rates of pay of all men and women within any organisation employing more than 250 people. This report comprises the company's results for the snapshot date of 5 April 2024. As such it includes hourly rates of pay as at that date and bonuses paid in the year leading up to April 2024.



“At ILG, we are proud that 43% of our workforce are women, particularly in an industry that can sometimes be male dominated. While this is a positive reflection of our progress, we recognise there is more to do. Our focus remains on our commitment to fairness, and to continuing to build a more diverse, equitable and inclusive workplace.”

Tom Ashley, Managing Director, ILG



Gender Pay Gap

The gender pay gap (expressed as a percentage of a man's salary) shows the difference between the mean or median hourly rate of pay that men and women each receive.

- **The mean pay gap** is the difference between average hourly basic pay of men and women.
- **The median pay gap** is the difference between the midpoints in the ranges of hourly basic pay of men and women. It takes all salaries in the sample, lines them up in order and picks the middle-most salary.

The gender pay gap should not be confused with equal pay, which focuses on the pay of the individual, where the law requires that men and women who carry out the same or similar jobs, or work of equal value must not be paid differently because of their gender. The existence of any gender pay gap does not therefore automatically itself give rise to any discrimination or equal pay matter.



ILG Gender Pay Gap 2024

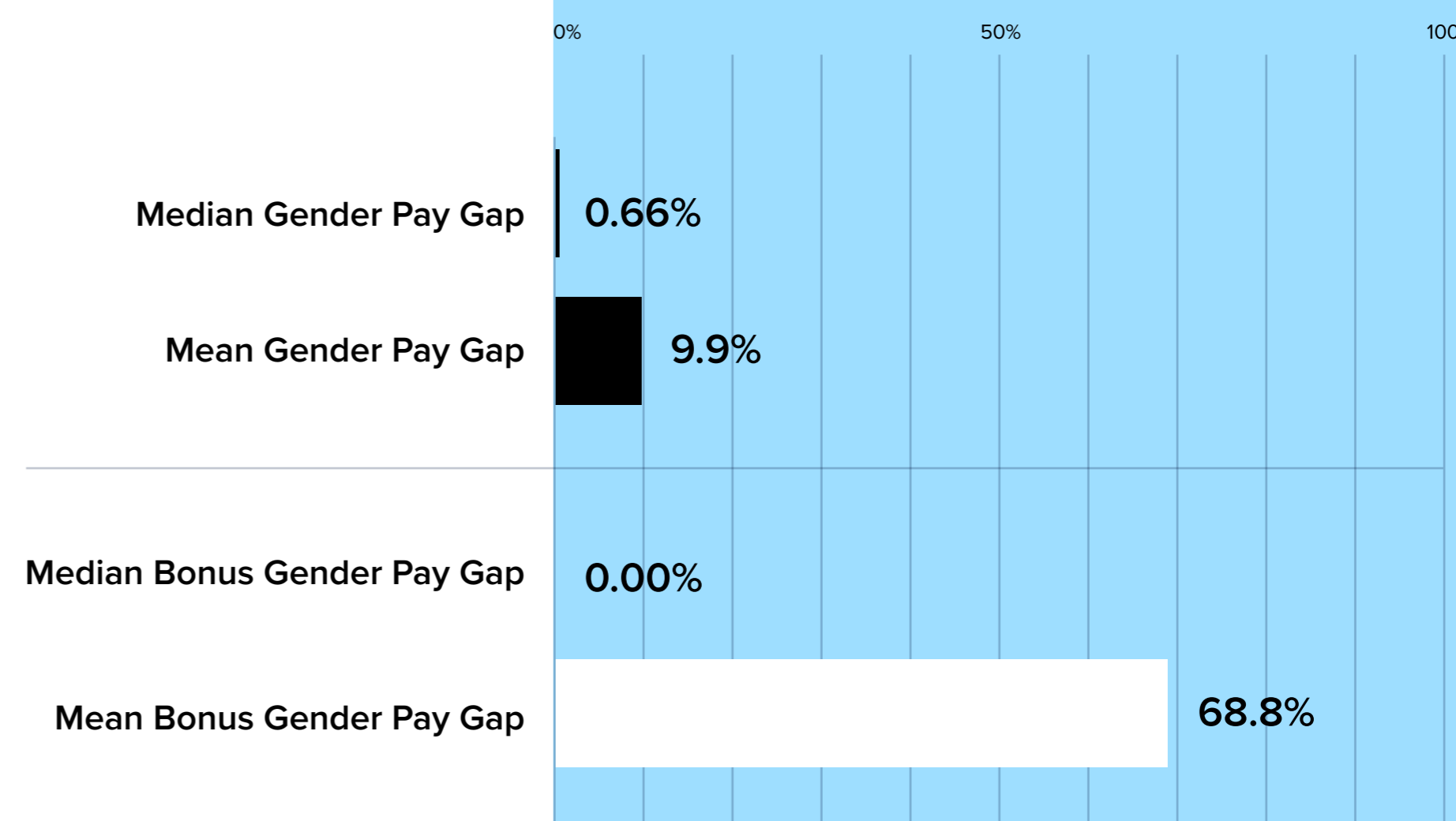
The mean gender pay gap excluding overtime for ILG is 9.99% and the median excluding overtime gender pay gap for ILG is 0.66%, each one an improvement against past years.

This median result for ILG at only 0.66% compares very favourably with the 2024 ONS published draft median pay gap rate of 13.1% for all employees and 7.6% for full time employees. This is particularly pleasing given that the logistics and warehousing industry has tended to be historically male dominated, particularly at a more senior level. At ILG approximately 43% of our employees self-identify as women, with around one third of our executive team being in that group.

The mean gender bonus pay gap for ILG is 68.8% and the median is 0.00%. This reflects the number of men who are senior or sales-based employees in receipt of performance related bonuses or commission, and the potentially higher proportion of men holding warehouse middle management or sales roles, which attract a more regular bonus or similar payment.

However, the median bonus again shows no gap, the most common bonus amount received was identical for both men and women.

2024 Results



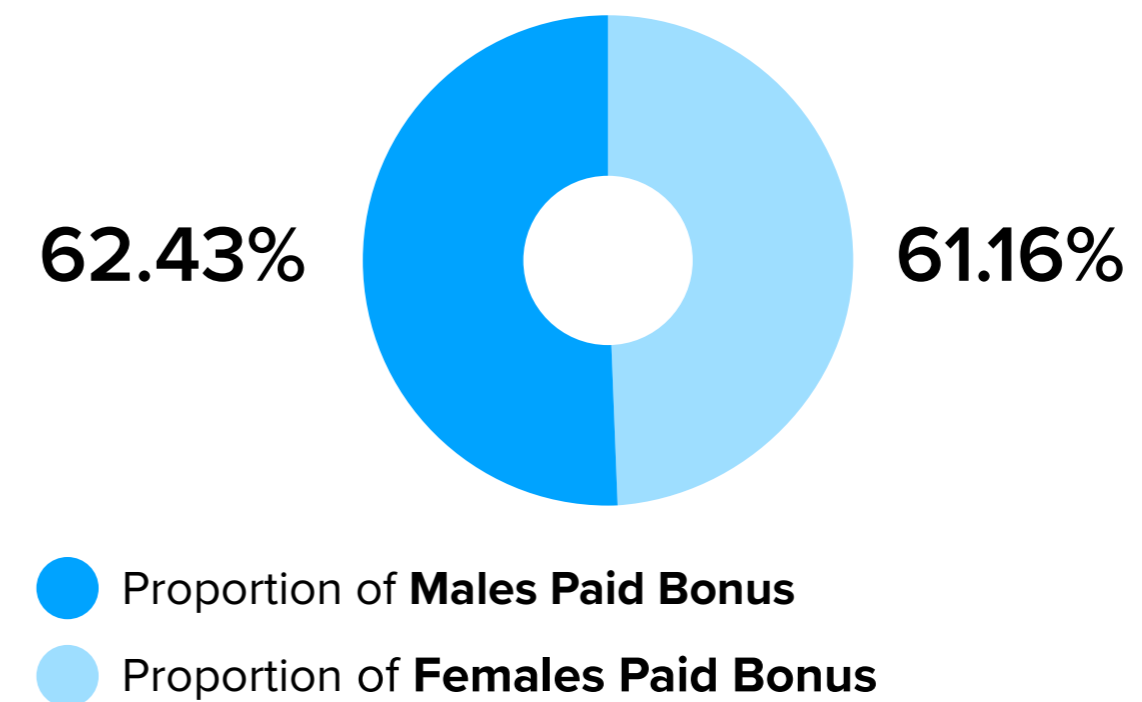
Receipt of Bonus

The percentage of employees receiving a bonus at ILG was **62.43% of men** and **61.16% of women**, demonstrating an almost equal distribution of bonus payments, and an increase in the number of recipients.

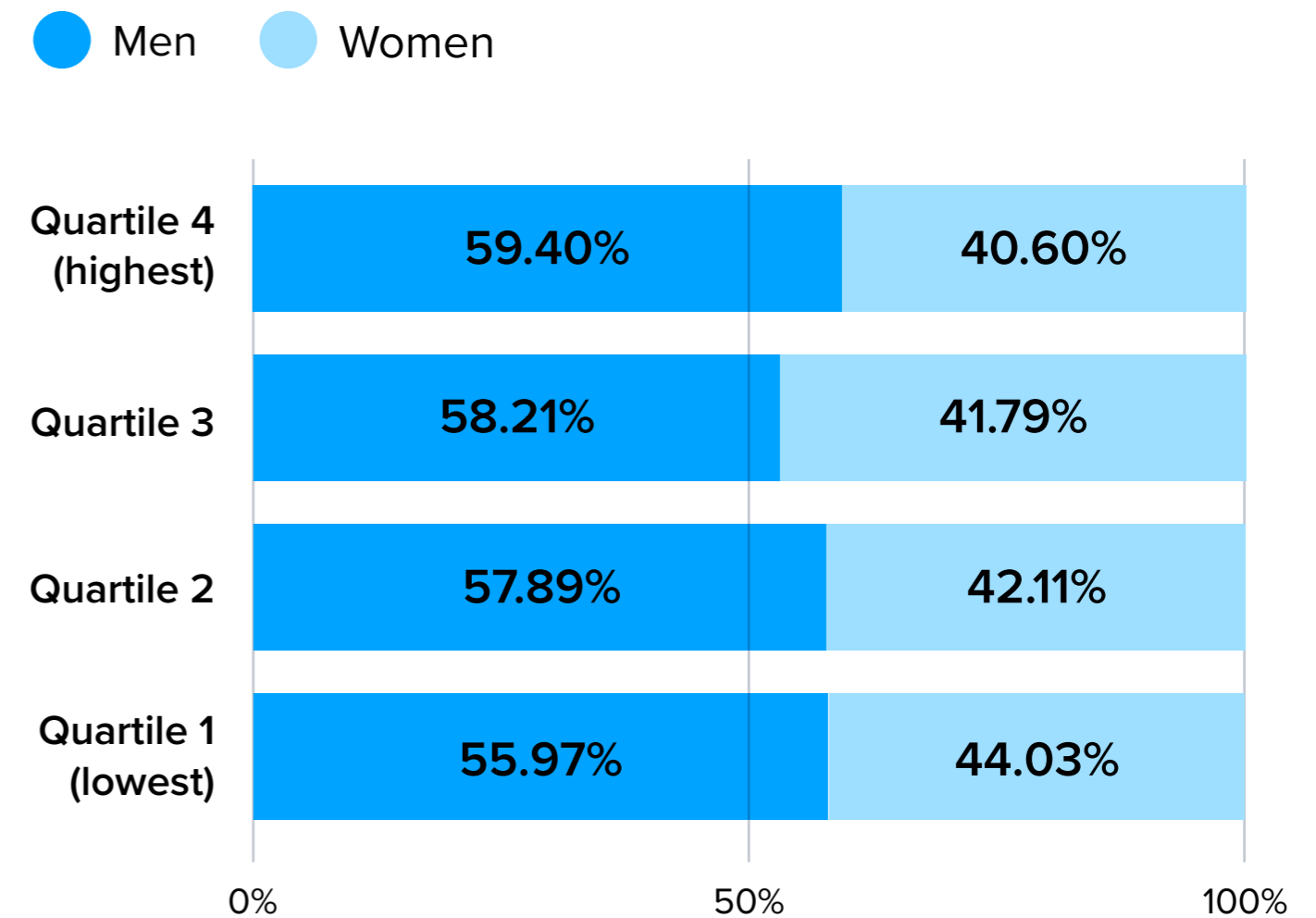
Proportion of Men and Women in Each Pay Quartile

The data collected indicates representation of women standing at more than 40% in our highest pay quartile and more than 42% in quartile 3. We have also seen an increase in the number of women in entry level roles with those roles held by more than 44% women.

Whilst we accept that there remains further work to do to ensure complete equality, it is encouraging to see that women are strongly represented within our management teams and are growing in and with our business.



Gender Per Quartile



Conclusion

We believe that any gender pay gap tends to be more related to the differing roles carried out by men and women as they move up through the business. Whilst we are increasingly successful at recruiting women into ILG, we know we can always do more.

We remain committed to being an inclusive employer through:

- Introducing new development opportunities to help colleagues appreciate the challenges potentially faced by 10% of our operational colleagues, who have learning challenges or who are neurodiverse.
- Our ongoing support of employees where English is not their first language.
- Ongoing effective management and reporting of relevant metrics, in particular by gender and other strands under the Equalities Act.
- Our growing employee representative group where members provide feedback on improvement initiatives.

I confirm that this information is accurate at the time of publication.



Kristine Pollock, Human Resources Director

