



Staci UK Gender Pay Gap Report 2024

For April 2023 Snapshot Date

ABOUT STACI

As the UK market leader, Staci is dedicated to the storage, collation/preparation and delivery of marketing materials and core products for many of the world's leading brands and retailers.

With 7 fulfilment centres across the UK spanning over 800,000 square feet, Staci handles over 3 million orders a year for over 100 clients.

Our vision is to be a £100m multi-channel fulfilment specialist by 2025.

EXECUTIVE COMMENTARY

Our Team Member demographic of 44% female to 56% male represents a slight decline in the proportion of female workers since our last report in April 2023. However our gender mix suggests that our workforce is significantly more gender diverse than the wider Logistics sector (1).

It is important to me that our organisation is made up of a diverse mix of genders, races, ages etc. and that these characteristics have no bearing on what our team members earn; I am pleased that our median hourly rate figure shows that we are largely achieving equality. Staci's proportion of female managers at 36% is particularly pleasing, especially when compared to the warehousing and storage industry where typically over 80% of managers are thought to be male (2).

I can confirm that the data contained in this report is accurate and published in accordance with the gender pay gap reporting guidance and regulations

A handwritten signature in black ink, appearing to read 'Wayne Chapman', with a horizontal line underneath.

WAYNE CHAPMAN

MANAGING DIRECTOR

(1) The Logistics Report 2023 - Logistics UK

(2) Skills and Employment Report 2021 Produced by Logistics UK Policy - Source: Repraph analysis for Logistics UK, Labour Force Survey, ONS, Q2 2021

PAY AND BONUS GAP

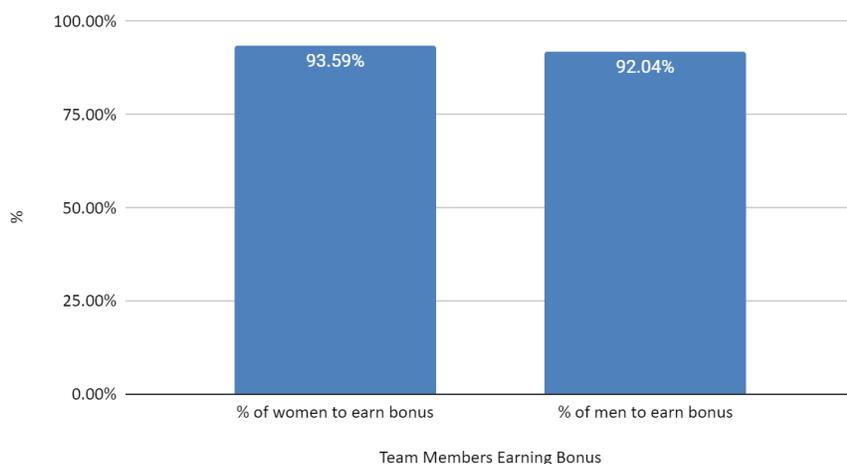
	Mean	Median
Hourly Pay Gap	15%	5%
Bonus Gap	24%	6%

We saw an increase in the mean hourly pay gap from the previous report, this correlates to a decrease in the number of females in the upper two quartiles.

As with previous years, more women than men earned a bonus in the 12 months prior to the snapshot date. The mean bonus gap has however increased, reflective of the larger numbers of men in the upper quartile. The median female's bonus is 5% less than the median man's bonus, this has been impacted by the higher levels of men in the upper quartiles.

Overall, higher levels of bonuses were paid out in 2022/2023.

% Of Staci Team Members Earning Bonus



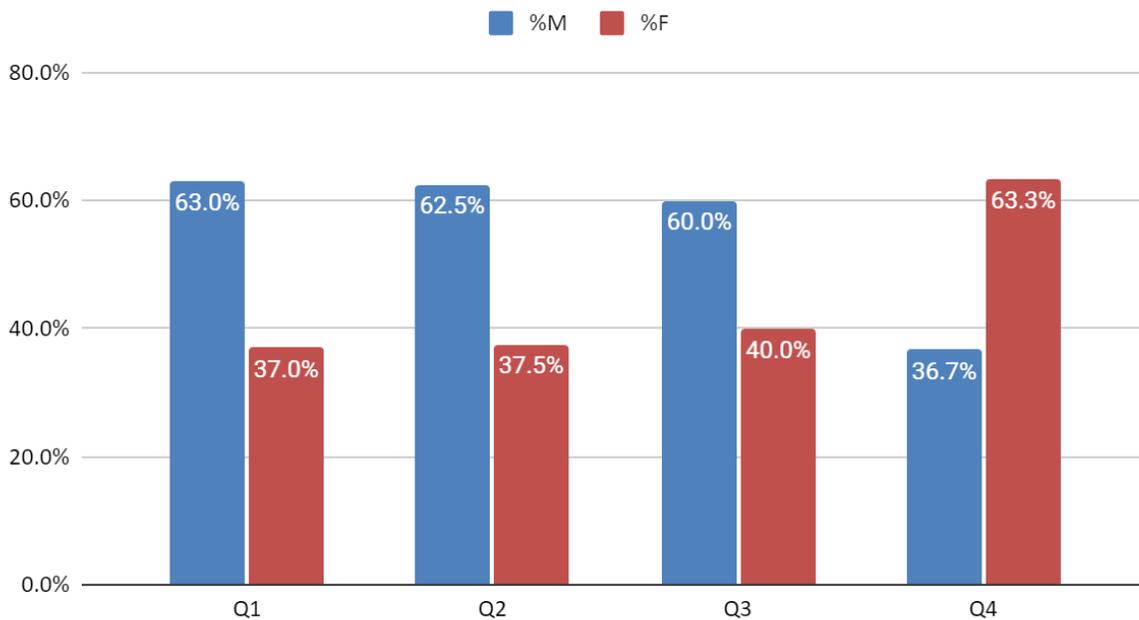
QUARTILES

As stated previously, the % of females in the upper two quartiles decreased from 2022 to 2023. The most significant decline was in the upper quartile which has been influenced by the fact that the majority of new managerial recruits in 2022/23 were male. Although Staci has promoted a significant number of women to managerial positions (3), company growth has necessitated external recruitment where significantly more applicants are male.

UNDERSTANDING OUR GENDER PAY AND BONUS GAP

Our challenge remains the growth of females at an executive level, a problem not uncommon within the industry. We will continue to encourage senior female appointments when opportunities arise.

Gender Split by Quartile



(3) Almost 50% of Staci UK promotions in 2021-2022 were female

**For the purpose of this report our headcount has been based on the data of 474 Relevant Employees as at April 2020. It should be noted that the number of Full Pay Relevant Employees is based on only 209 employees after those furloughed, on maternity and SSP were removed.*

