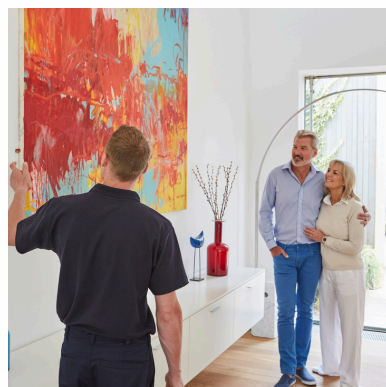


Gender Pay Gap Report 2025



Gender Pay Gap 2025

Pickfords' corporate social responsibility programme aims to create a healthy and inclusive workplace and to encourage equality.



Mark Taylor
Managing Director at Pickfords

Pickfords' gender pay gap isn't an issue of unequal pay but rather reflects the average disparity in hourly wages between men and women, considering the diverse roles and associated pay structures within the company.

Being a transport company, Pickfords naturally sees a higher representation of male employees, particularly in operational roles such as packer porters and drivers and managers.

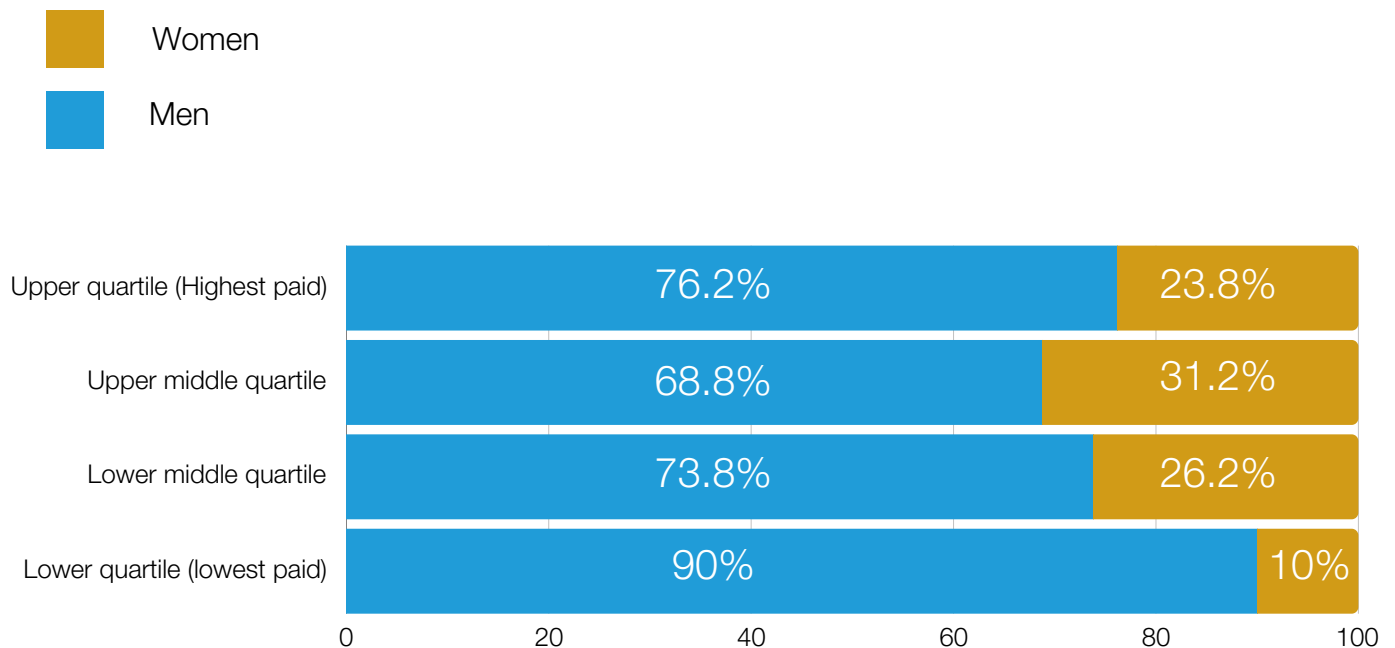
Conversely, female colleagues constitute a significant portion of our office-based, move management, and customer service teams. These roles typically command a higher average hourly wage and offer opportunities for commission and bonuses.

The women's median hourly pay stands at 6.4% higher than men's, indicating that men are paid less than women within the organisation.

Mean Gender Pay Gap is the difference between average hourly earnings of men and women. The Mean Gender Pay Gap is - 1.6%

The Median Gender Pay Gap is the difference between the mid points in the ranges of hourly earnings of men and women. This pay gap is -6.4%

Breakdown of employees according to quartile pay bands



Summary

There are more men employed in Pickfords than women, but women on average earn more than their male colleagues due to job roles that command bonus or commission.



Gender Pay Gap

Mean Gender Pay Gap - The difference between average hourly earnings of men and women is 1.6%

Median Gender Pay Gap - The difference between the midpoints in the ranges of hourly earnings of men and women is -6.4% which would indicate that men are paid less than women in the organisation.

Women are more likely to earn bonus and commission

Although there is a higher proportion of male employees in the company, by the nature of their office based roles, a higher proportion of female employees receive pay above their basic salary due to commission or bonus payments.



What are we doing to bridge the gap?

Pickfords can report that the company is closing the gender pay gap when compared to 2024.

Pickfords is committed to looking at initiatives to close any gender pay gap that exists to create a fair and inclusive working environment.

Pickfords has addressed this gap and by bringing all operatives pay up to a higher level.

The shortage of HGV drivers resulted in a focus on driver recruitment, including the recruitment of women drivers. Those removal team members that want to progress to a higher paid position as a driver have been incentivised to learn to drive to develop their careers. The management team is also focussing on performance related pay and creating a positive working environment to ensure the long-term retention of staff.

Those removal team members that want to progress to a higher paid position as a Driver have been incentivised to learn to drive & obtain their HGV licence to develop their careers. The company provide all the necessary training to them via our in-house Trainer.

Proportion of male and female employees receiving commission or bonus pay

