

Gender Pay Gap Report

The Gender Pay Gap is the comparison of pay for all the men and women in our business. UK Legislation in the UK requires that any organisation which employs 250 or more employees must publish and report this data. This report refers to data taken on 5 April 2025. The gender pay gap shows the difference between average pay in men and women at Buffaload Logistics Limited, regardless of what job role they perform.

We remain committed to providing equal opportunities and treatment to all employees in line with the Equality Act 2010. We do not and will not discriminate against anyone because of their age, disability, sex, sexual orientation, pregnancy and maternity, race or ethnicity, religion or belief, gender identity, or marriage and civil partnership. We remain committed, as our business continues to grow, to creating and retaining a highly trained team from a wide range of cultural backgrounds.

The gender pay gap does not measure equal pay as this relates to the amount that men and women receive for the same or similar work.

Buffaload Logistics Limited operates within the transport and distribution sector, where historically it has been dominated by men. Buffaload's proportion of males and females are 85.61% and 14.39%, respectively which has remained broadly the same as 2023.

Due to the working environment, it has been difficult to redress this imbalance as social factors play a significant part in making driving and warehouse positions unattractive, as roles include lone working, unsocial and long working hours, manual handling and sleeping out in a vehicle. HGV Drivers make up 29.89% of our total workforce of which we have 0% females at the snapshot date for reporting. The remaining 70.11% of our workforce is made up of Directors, Management, Admin, Fitters, Warehouse/Production Operatives of which 20.53% are female.

Our Gender Pay

Mean Gender Pay Gap: 0.55%

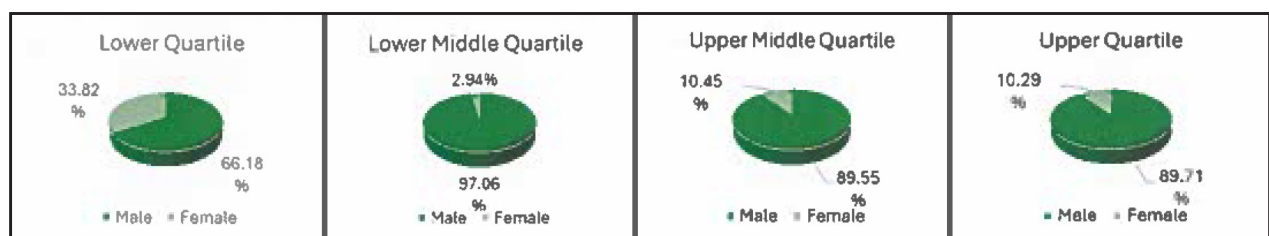
Median Gender Pay Gap: 13.80%

Bonus Payments

Women: 18.2%

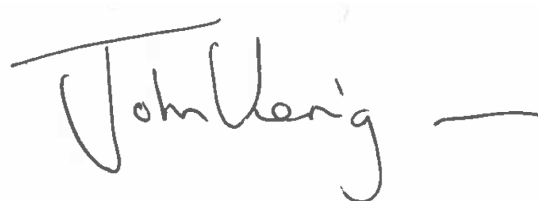
Men: 10.5%

Proportion of Men and Women in Each Pay Quartile



John Kerrigan
CEO

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