Gender Pay Gap Report

GEODIS FF

Additional report, excluding global company employees

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Contents

1. Introduction

Under legislation that came into force in April 2017, UK employers with more than 250 employees are required to publish their gender pay gap data. Gallagher Reward Consulting has been tasked with providing the gender pay gap reporting requirements for **Geodis FF, excluding global employees,** as of the 5th of April 2025 snapshot date. This report excludes 17 global company employees (compared to 13 last year).

A gender pay gap is a measure of the difference in the average pay of all men and of all women in an organisation, regardless of the roles that they do. It is not the same as an equal pay comparison, which directly compares the pay of two or more people carrying out the same jobs, similar jobs or work of equal value.

The information submitted by complying employers is published on the [government-sponsored website](). Employers are required to publish:

- Overall mean and median gender pay gaps
- Difference in mean and median bonus payments paid to men and women
- Proportion of male and female employees that received a bonus
- Gender distribution across the pay quartiles

The calculations make use of two types of methods:
A **mean** average involves adding up all of the numbers and dividing the result by how many numbers were on the list. This average places the same value on every number and so can be easily distorted by a small number of very high or low earners.
A **median** average involves listing all of the numbers in numerical order and taking the middle number. This indicates what the 'typical' situation is, as extremes of low and high pay do not affect the median.

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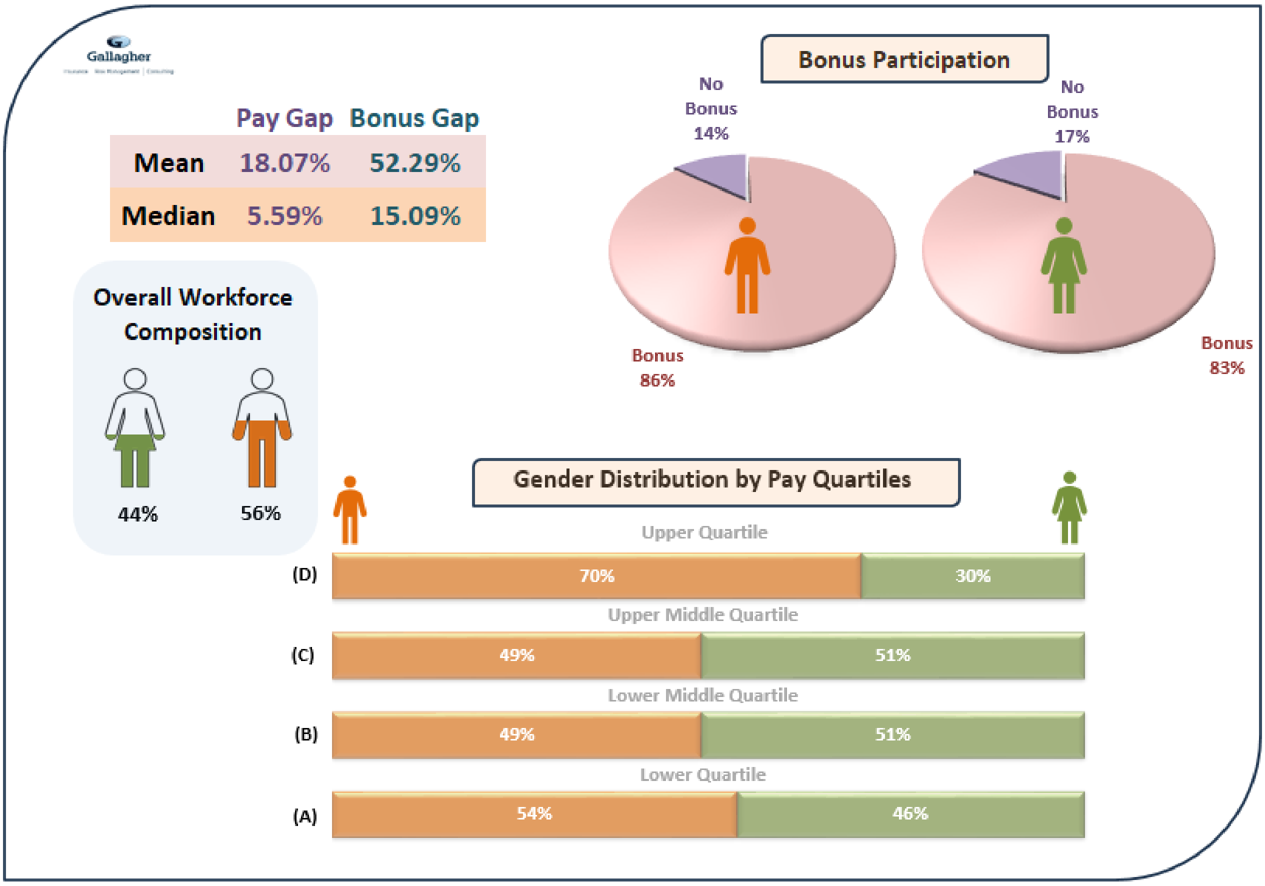
2. Summary of Gender Pay Gap Key Figures

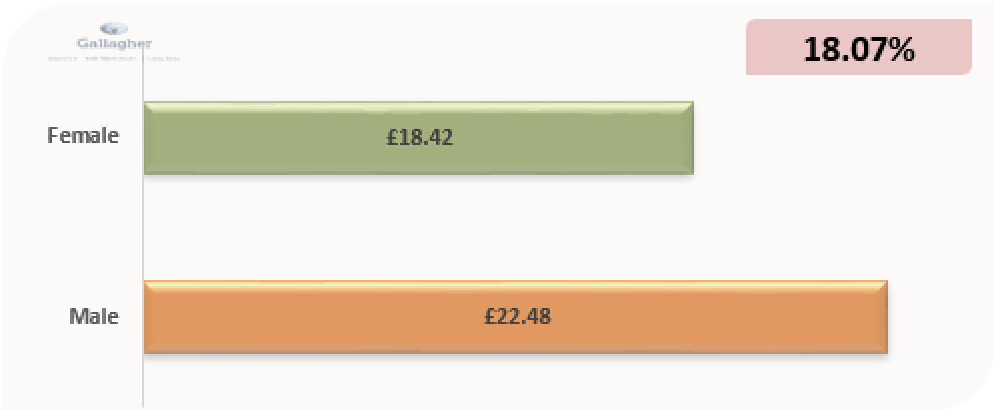


17 global employees have been excluded from this report.

3. Understanding the Data

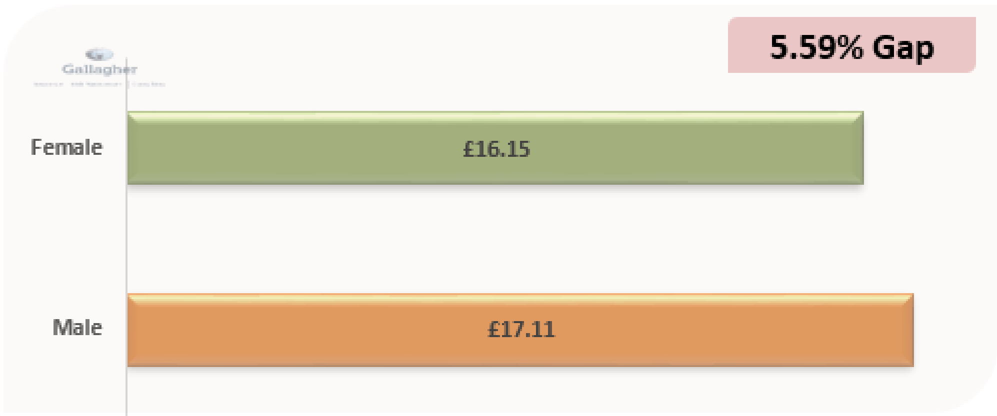
Mean Hourly Pay Rates

The mean hourly rates are currently favouring male employees by **18.07%,** this is above the national mean favouring males of 13.9% according to the Office for National Statistics, 2022 (this is the most recent published data).



Median Hourly Pay Rates

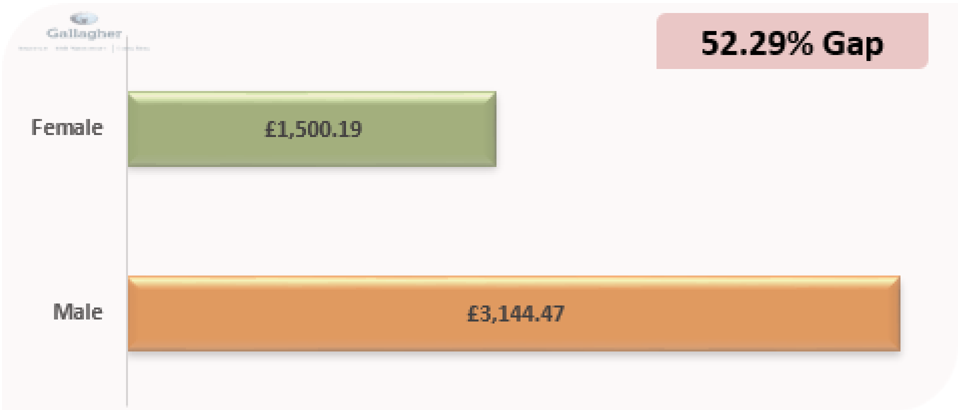
The median hourly rates are currently favouring male employees by **5.59%**, this is significantly below the national median favouring males of 12.8% according to the Office for National Statistics, 2025.



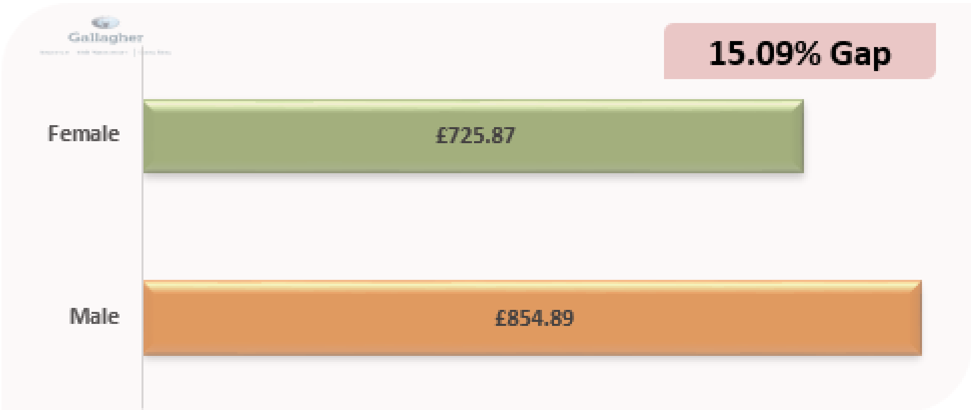
Bonus Payments and Participation

The bonus gap at **Geodis FF** is currently favouring male employees at the mean by **52.29%** and median by **15.09%.** This indicates that the data set is significantly skewed, with a wider in the bonus amounts found in the larger male data set (n = 102) compared to a narrower range in the smaller female data set (n = 79) who are in receipt of bonuses.

Mean Bonus Payments

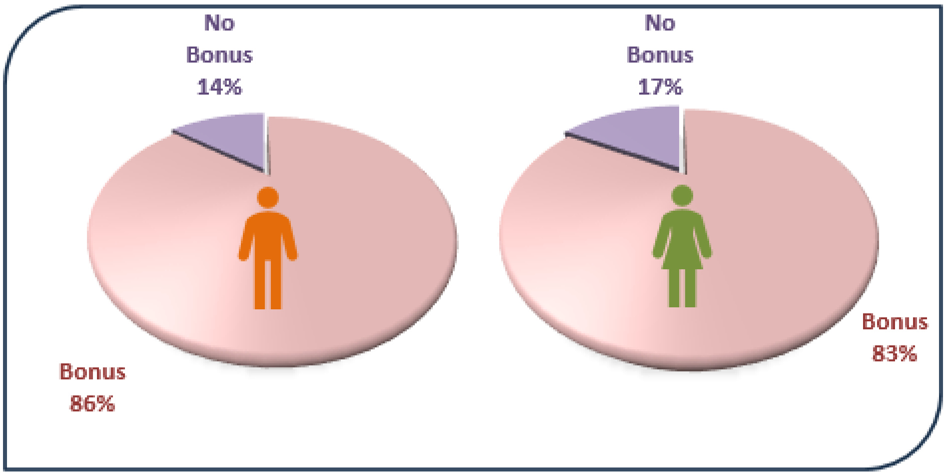


Median Bonus Payments



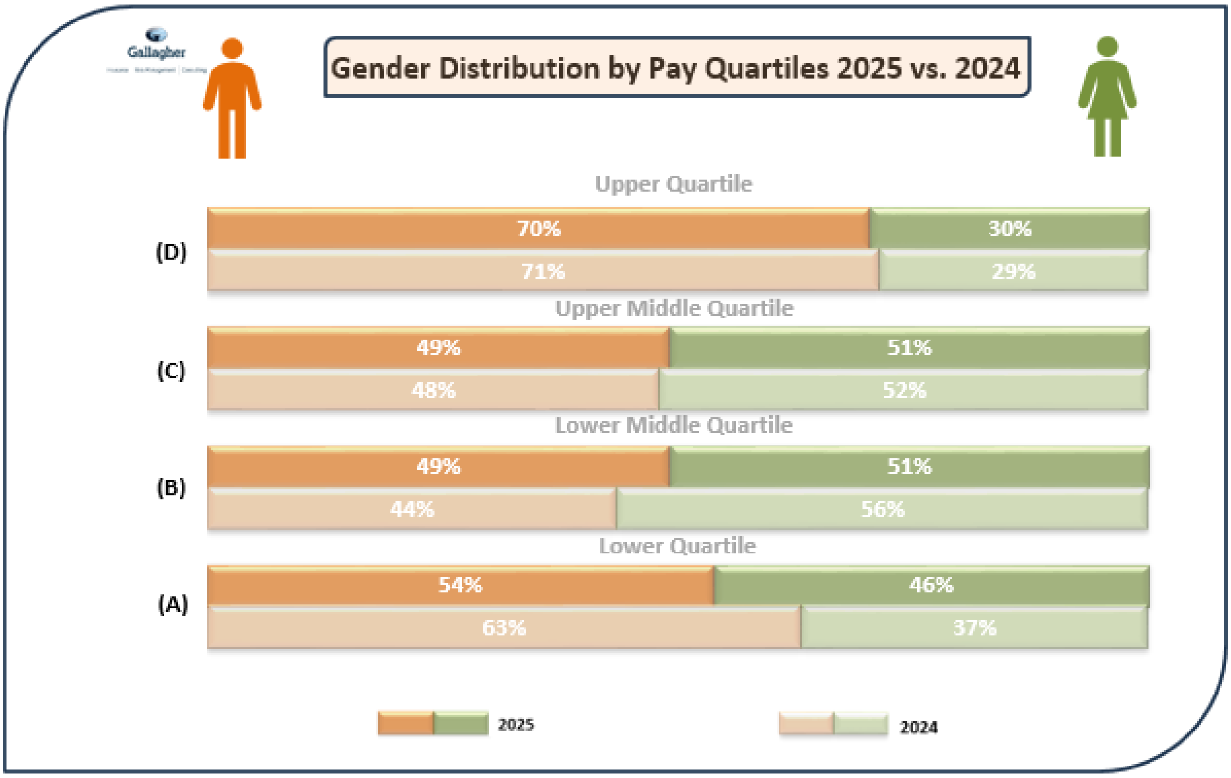
Bonus Participation

From the charts below we can see a slightly larger proportion of males received a bonus compared to females.



Pay Quartiles

When we observe the distribution of female and male employees within the quartiles, as shown in the bar chart below, we can see that consistent with last year, female employees are well reporesented in the lowest three quartiles (A,B & C), but this declines in the highest pay quartile (D). Encouragingly, we observe an increased year-over-year female representation of 1% in the highest pay quartile.



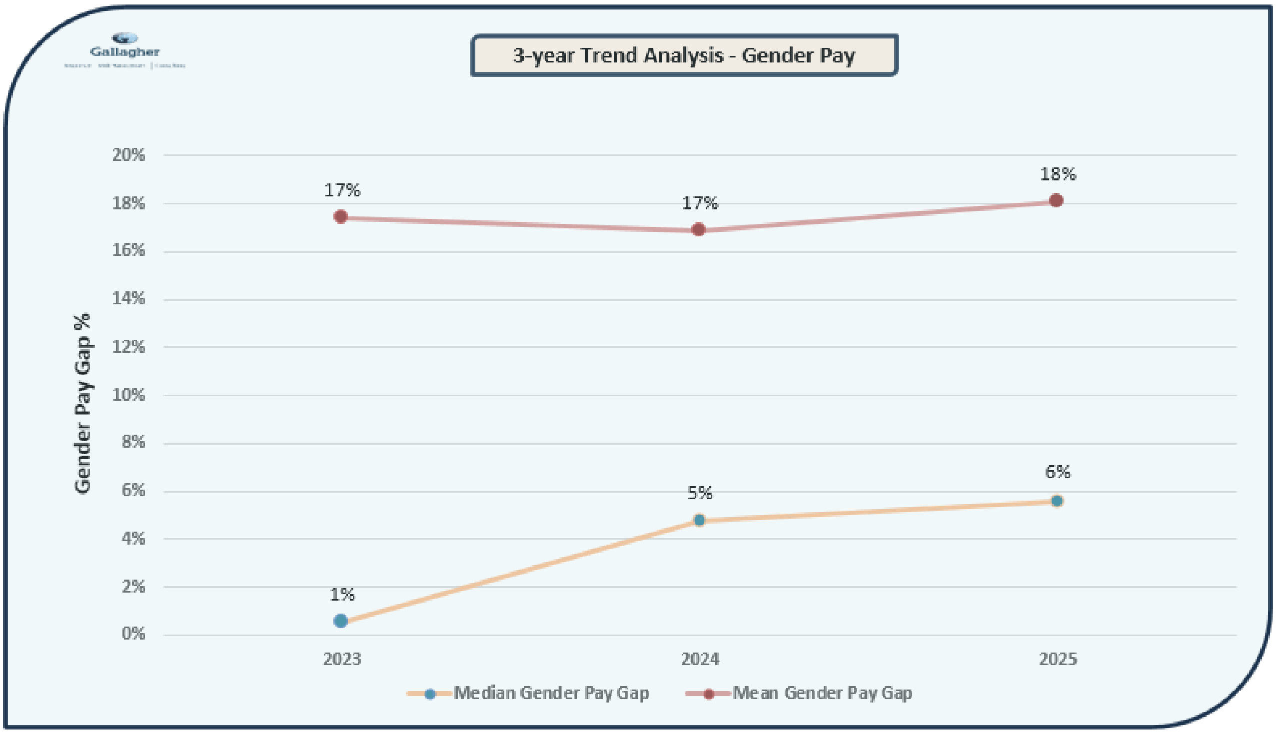
4. Trend Comparison

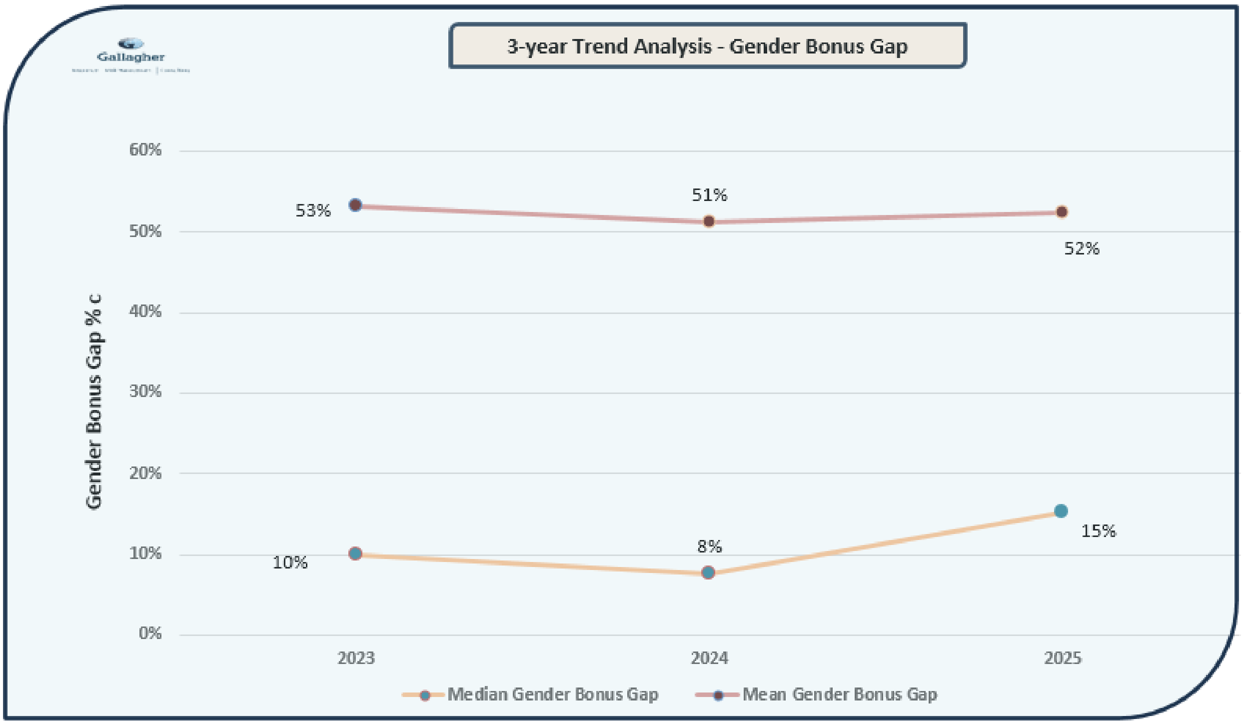
When we consider comparison between this year and that of the most recent reporting cycle in 2024, we observe a widening gender pay gap at both the mean and median, together with mean and median bonus gaps. We note a decline in bonus participation for both genders. We recognise that bonus pay, as defined by the regulations, includes a wide-ranging suite of awards including amounts relating to profit-sharing, productivity, performance, incentives and commission plans which can help drive a corresponding wide range in individual amounts reported.

The table indicates that the mean and median gender pay and bonus gap are wider when global company employees are included in the calculations.

	Exc Global Co. Employees				Inc Global Co. Employees	
	2023	2024	2025	2025 Vs 2024	2025	Inc Vs Exc Global Co. Employees
Mean Gender Pay Gap	17.38%	16.86%	**18.07%**	1.21%	20.65%	2.58%
Median Gender Pay Gap	0.52%	4.76%	**5.59%**	0.83%	8.64%	3.05%
Mean Gender Bonus Gap	53.07%	51.15%	**52.29%**	1.14%	54.33%	2.04%
Median Gender Bonus Gap	9.93%	7.55%	**15.09%**	7.54%	16.46%	1.37%
Males receiving bonus	89.47%	95.28%	**85.71%**	-9.56%	85.50%	-0.21%
Females receiving bonus	92.31%	96.97%	**83.16%**	-13.81%	81.00%	-2.16%

When we look across the three most recent reporting cycles we observe little fluctuation at the mean gender pay gap with a consistent (albeit small) widening at the median. Turning to the bonus gap we note a generally consistent mean with a slight widening at the median.





Appendix 1: The Regulations Explained

The UK Regulations on Mandatory Gender Pay Reporting require:

- Gender pay information to be reported by private and voluntary sector employers in England, Wales and Scotland with at least 250 employees
- Information to be published on a government-sponsored website by the 5th of April 2022, and annually thereafter

The main items to be reported on are:

Mean gender pay gap	Median gender pay gap	Gender bonus gap
Difference between average hourly earnings of male and females	Difference between median hourly earnings	Proportion of male and female employees receiving bonus within the 12 month period
Mean gender bonus gap	**Median gender bonus gap**	**Pay quartiles**
Difference between average bonus earnings	Difference between median bonus earnings	Insight into career paths

*Pay bands are as follows:

A. Lowest paid to lower quartile
B. Lower quartile to median
C. Median to upper quartile
D. Upper quartile to highest paid

Definitions

- **Lower Quartile**: The point below which 25% of the recorded salaries fall
- **Median:** The mid-point (50th percentile) in a range of figures, i.e. 50% of the sample is paid above this amount, and 50% are paid below this amount
- **Upper Quartile:** The point below which 75% of the recorded data falls
- **Mean:** The sum of all the numbers in a group divided by the number of numbers in the group.

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