

Armstrong Logistics Gender Pay Gap – 2022

Since our last report, Armstrong Logistics has worked to attract more women into the logistics and supply chain business by offering more flexible opportunities and targeting our recruitment campaigns accordingly.

Our mean Gender Pay Gap using hourly pay is

6.26%

This is 7.6% lower than last year.

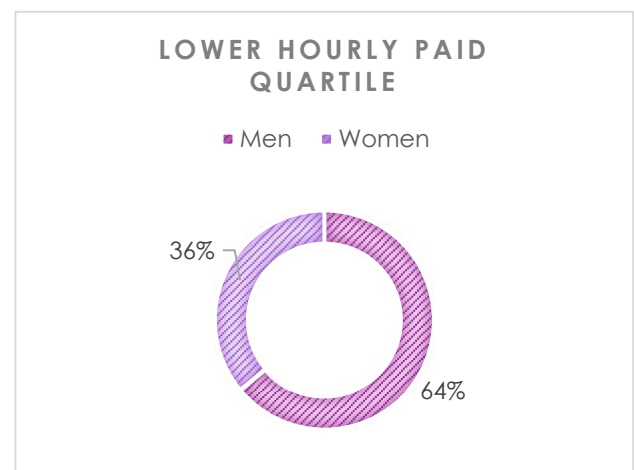
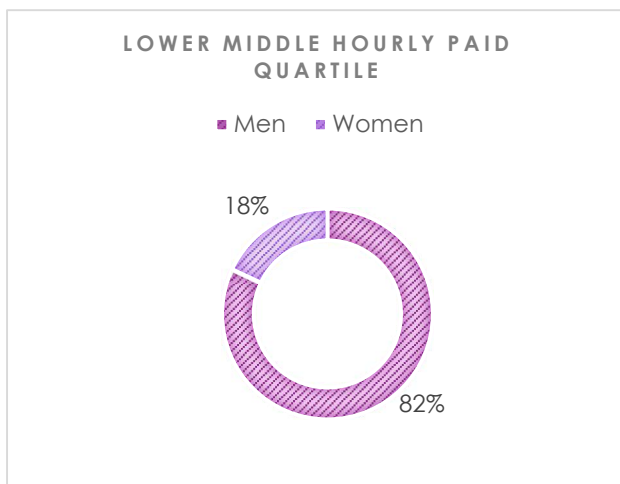
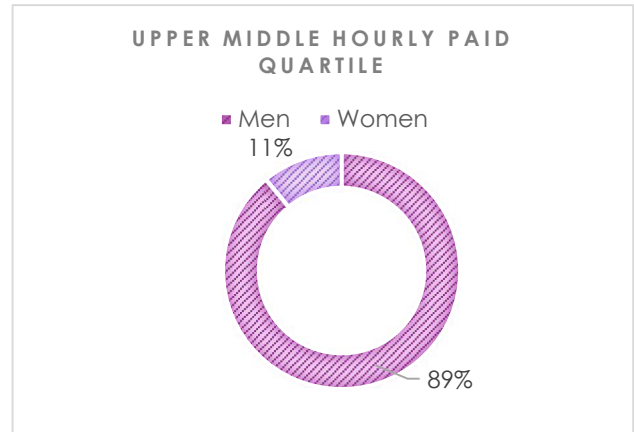
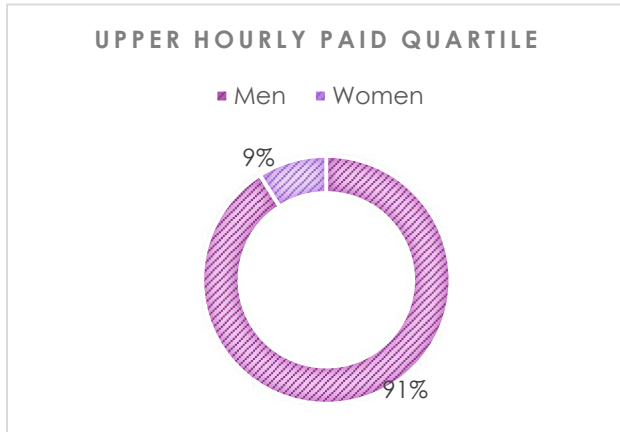
Our median Gender Pay Gap using hourly pay is

17.3%

This is 8.7% lower than last year

We are happy that we have managed to close the gap on our gender pay gap report significantly. However, we are still a male-dominated business and there is still work to be done to further close the gap before next year's report.

	Male	Female
Upper Hourly Paid	91%	9%
Upper Middle Hourly Paid	89%	11%
Lower Middle Hourly Paid	82%	18%
Lower Hourly Paid	64%	36%



Bonus structure.

We do not have any payable bonus within the pay structure so our pay gap % will be 0%