

**GENDER PAY
GAP REPORT
2025**

Movianto UK



INTRODUCTION

We're a European leader in Healthcare Logistics, with our people at the heart of our organisation. Every individual in Movianto plays a pivotal role in delivering healthcare supplies through our supply chain to thousands of patients throughout the UK each day, and we're committed to unlocking the potential of each teammate.

We have a clear strategy to build an inclusive, high performing culture that drives innovation and excellence; one where diverse talents have the opportunity to thrive and feel empowered to shape our future. We recognise that true progress requires action, investment and a culture of continuous improvement which is why we're proud of the steps taken in the last 12 months.

This year saw the creation and launch of 'Empower', our first female development programme, designed to give our female teammates the skills, network and confidence to thrive. We have seen our Median pay gap reduce to 0%, and females comprise 40% of our Senior Leadership Team. We are confident that with our continued dedication, and targeted plans we will continue to drive further progress.



ZOE JEPSON

HR Director

WHAT IS THE GENDER PAY GAP?

Under the UK government's gender pay gap regulations (2017), organisations with 250 or more employees are legally obliged to formally report on their gender pay gap.

The Gender pay gap shows the difference in the average hourly earnings of men and women across an organisation, regardless of their role or seniority. The statistics can be affected by a range of factors, including the different number of men and women across all roles right across the workforce.

The gender pay gap is different from Equal Pay which instead looks at the pay differences for men and women who carry out the same job, similar job, or work of equal value.

Median Pay Gap

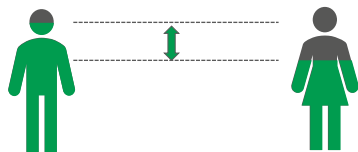
The median is the middle of a range of values. The median pay gap is therefore the difference between the middle earnings of a male teammate versus the middle earnings of a female teammate.



OUR GENDER PAY GAP

Mean Pay Gap

The mean is the average. The mean pay gap refers to the average hourly rate of pay for male teammates versus the average hourly rate of pay for female teammates.



Mean Hourly Pay Gap

-7.6% **-4.7%**

2024

2023

UK National Mean Pay Gap 13.1%*

Median Hourly Pay Gap

0.3% **+0.2%**

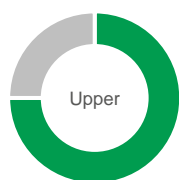
2024

2023

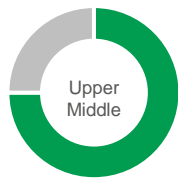
UK National Median Pay Gap 13.8%**

Our data demonstrates that women, on average, earn more than men within our organisation. This is relatively uncommon across the wider economy.

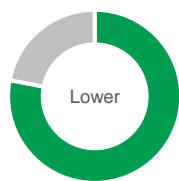
Movianto UK Gender Population by Quartile



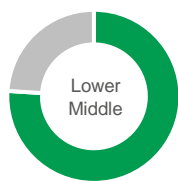
Male 75%
Female 25%



Male 75%
Female 25%



Male 78%
Female 22%



Male 72%
Female 28%

OUR GENDER BONUS GAP



Despite Female representation on our Senior Leadership Teams reaching 40%, we continue to see a stable representation of females across all quartiles.

We have begun to use Gender Decoders on our recruitment advertisements, to drive female applications and have anonymised applications to mitigate unconscious bias throughout our recruitment processes. Consistent with our industry sector, we see a large percentage of male representation across all roles.

Mean Bonus Gap

-49%

2024

-1.04%

2023

Median Bonus Gap

-100%

2024

-0.2%

2023

Men and women who received a bonus 2024

Male 11%

Female 13%

Men and women who received a bonus 2023

Male 48%

Female 23%

We are proud to have experienced positive steps in relation to the bonus payments made in 2024, in comparison with 2023. Whilst previously there was a 26% gap between the number of male and female teammates who received a bonus, this has reduced to 2% difference in favour of women.

OUR PLANS TO CLOSE THE GAP

We have a clear strategy to build an inclusive, high performing culture that drives innovation and excellence; one where diverse talents can thrive and our teammates feel empowered to shape our future. We've taken positive steps in the last 12 months, and continue to challenge ourselves to do more, in order to shape a future where we drive logistics forward.



LEADERSHIP

Our **'People Leader'** supports the development of female leaders at various stages of their career. The programme Providing the skills and tools to excel into the next stage of their journey.



DEVELOPMENT

'Empower' targets the under-representation of emales across logistics. A series of workshops, it equips females with the skills, network and confidence to thrive in their career.



APPRENTICESHIPS

40% of our current Apprenticeships are female, and we have plans to continue to extend this further with dedicate female apprenticeship programmes.



INCLUSIVITY

Alongside our Disability Confident certification, we continue to build an inclusive workplace, as we work towards Level 2, and updating our policies to promote inclusivity at all levels.