

## Introduction

At Speedy we aim to ensure that everyone is rewarded and recognised fairly for their contribution, with equal access to opportunities, no matter what part of our business they work within. We believe in promoting equality and diversity within our workforce and we work hard to encourage inclusivity in all our activities both internally within Speedy and externally with our customer base. Our recruitment team is working to attract applicants from a wide variety of backgrounds and increase female representation across the business, increasing diversity at all levels and in all roles.

Under the Equality Act 2010 (Gender Pay Gap Information) Regulations 2017 we are required to publish certain information in a consistent format. This includes the difference or 'Gap' (as a percentage) in the mean and median pay of full-pay men and women; and bonus pay of men and women. We also publish the proportion of men and women who received bonus pay; and the proportion of full-pay men and women in each of four quartile pay bands. This information and commentary are provided below.

## Pay & Bonus Pay Gap

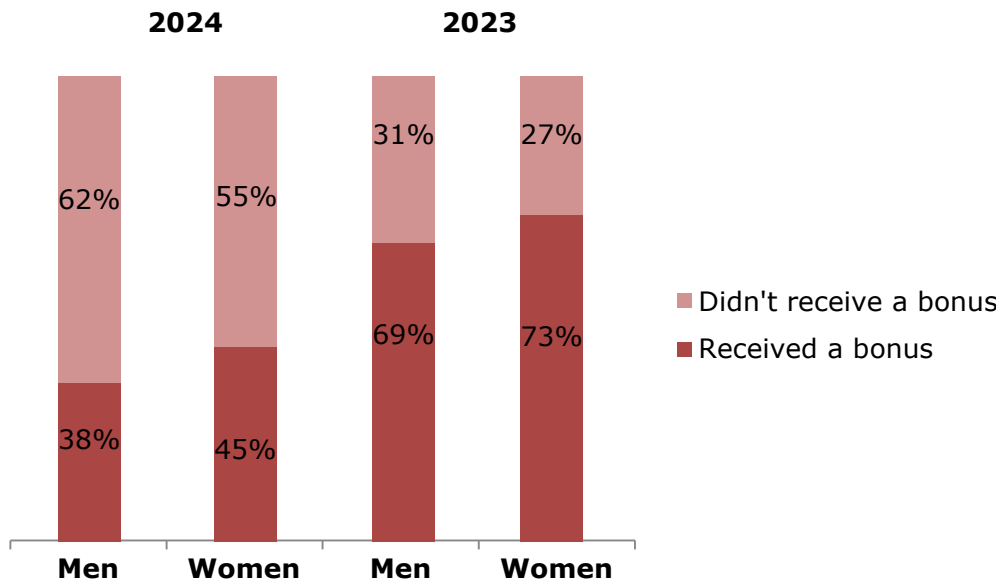
|                   | Difference between men and women |      |        |      |
|-------------------|----------------------------------|------|--------|------|
|                   | Mean                             |      | Median |      |
|                   | 2024                             | 2023 | 2024   | 2023 |
| <b>Hourly Pay</b> | 2%                               | 4%   | 2%     | 6%   |
| <b>Bonus Pay</b>  | 11%                              | 27%  | 64%    | 8%   |

The table above shows the mean and median gender pay gaps for all full pay relevant UK employees based on hourly pay during the snapshot month of April 2024. It also displays the mean and median gender bonus pay gap for bonuses paid to relevant UK staff in the 12 months to April 2024. Figures reported for the previous year are included for comparison.

Speedy's mean gender pay gap has decreased by 2 percentage points this year whilst the median gender pay gap has decreased by 4%. Both measures remain well below both the national median gender pay gap for all workers of 13.1% (full time workers 7%) and the median gap for full time workers for the construction industry of 11.6% published for April 2024 by the Office for National Statistics.

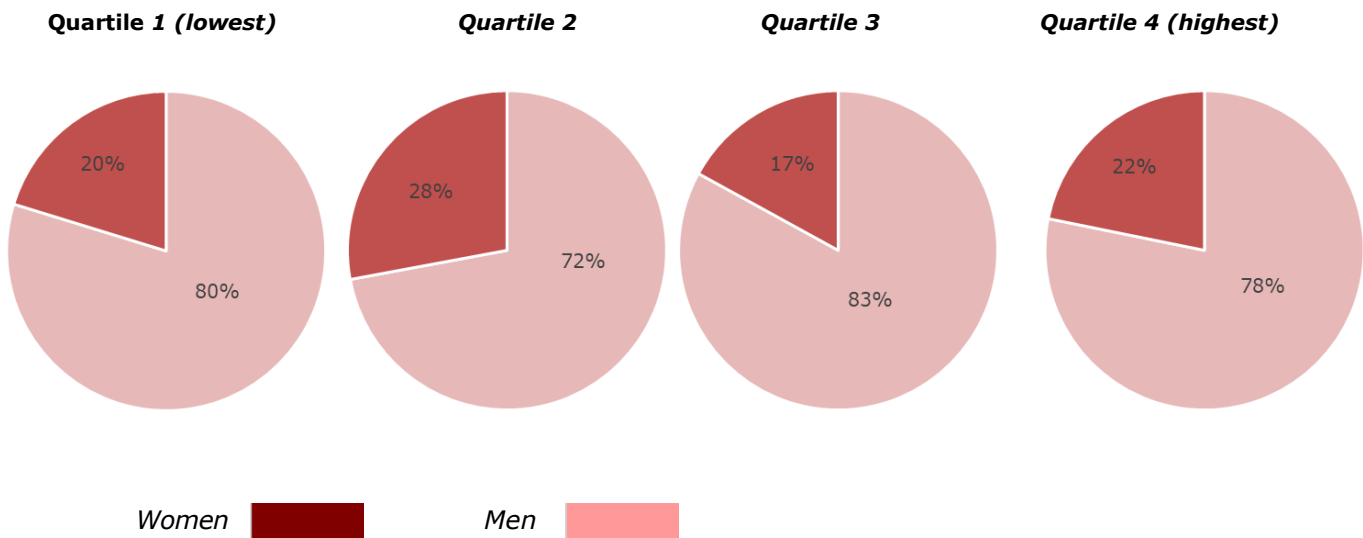
The mean bonus pay gap has decreased for the 12 months ending April 2024 compared to the previous year whilst the median has increased significantly. It should be noted that legacy monetary awards driven by length of service are classified as bonus payments for the purposes of the pay gap calculations and, in the absence of bonus scheme payouts driven by standard company performance metrics, it is the 'service award' that is driving the large gap in the median as a far greater proportion of men are receiving this award verses women.

**Proportion of employees awarded a bonus**



The above chart shows the proportion of men and women who received a bonus payment during the 12 months to April 2024 with the previous year's figures shown for comparison. During the year ending April 2024 as Speedy's central bonus scheme did not payout, bonus payments for the purposes of these calculations were, for the most part, made up of monetary service awards and voucher performance awards.

**Pay Quartiles**



The proportion of women employed within the group at April 2024 was 23% with each pay quartile broadly reflecting this split.

## Legal Entity Reporting

The regulations require Groups to report the key metrics for each legal entity within a Group with 250 or more employees. The Group employs more than 250 employees in three UK companies, Speedy Asset Services, Speedy Support Services and Speedy Transport; the data for these companies is shown in the tables below with figures for the previous year shown in brackets for comparison:

|                                | Mean Gender Pay Gap | Median Gender Pay Gap | Mean Gender Bonus Pay Gap | Median Gender Bonus Pay Gap | Proportion of men / women receiving bonus pay |           |
|--------------------------------|---------------------|-----------------------|---------------------------|-----------------------------|---|-----------|
|                                |                     |                       |                           |                             | Men   | Women     |
| <b>Speedy Asset Services</b>   | 7% (10%)            | 6% (10%)              | 34% (42%)                 | 70% (32%)                   | 40% (66%)                                     | 44% (72%) |
| <b>Speedy Support Services</b> | 37% (40%)           | 36% (33%)             | -64% (67%)                | -11% (30%)                  | 37% (79%)                                     | 47% (81%) |
| <b>Speedy Transport</b>        | -5% (-1%)           | -8% (2%)              | 0% (32%)                  | 0% (33%)                    | 34% (76%)                                     | 0% (43%)  |

|                                | Proportion of men / women in Quartile 1 (Lowest Pay Band) |           | Proportion of men / women in Quartile 2 |           | Proportion of men / women in Quartile 3 |           | Proportion of men / women in Quartile 4 (Highest Pay Band) |           |
|--------------------------------|---|-----------|---|-----------|---|-----------|--|-----------|
|                                | Men   | Women     | Men                                     | Women     | Men                                     | Women     | Men  | Women     |
| <b>Speedy Asset Services</b>   | 74% (68%)   | 26% (32%) | 67% (74%)                               | 33% (26%) | 85% (83%)                               | 15% (17%) | 84% (85%)  | 16% (15%) |
| <b>Speedy Support Services</b> | 26% (26%)   | 74% (74%) | 44% (38%)                               | 56% (62%) | 52% (58%)                               | 48% (42%) | 70% (65%)  | 30% (35%) |
| <b>Speedy Transport</b>        | 100% (99%)  | 0% (1%)   | 100% (98%)                              | 0% (2%)   | 98% (99%)                               | 2% (1%)   | 97% (99%)  | 3% (1%)   |

The gender pay gaps within each area of the Speedy business have narrowed since April 2023 and overall remain favourable compared to the sector within which Speedy operates.

Speedy Support Services employees include Speedy Executive Team members who are predominantly men, as well as a significant number of lower-level administrative employees who are mostly women. This is causing the significant gender pay gap noted, however, the company is working hard to attract and recruit higher numbers of women into management level roles within a sector traditionally dominated by men. Within its management level employee base Speedy is increasing its overall female participation with just over a quarter of role holders in this group being women. 2 out of 6 Non-Executive Directors are women.

I, Ellie Armour, Chief People Officer, confirm that the information reported in this statement is accurate.

Signed: 

Date: March 2025