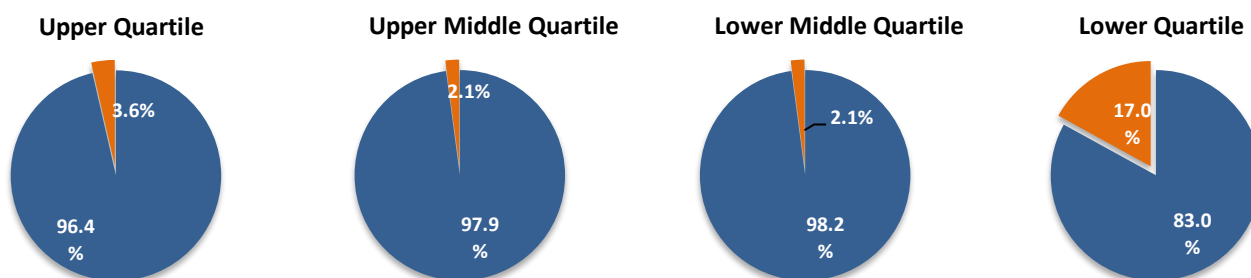


## PPF Ltd – Gender Pay Gap Report

PPF Ltd is a recruitment business predominantly specialising in the temporary placement of HGV drivers under the brand name ADR Network. The business also operates a division supplying industrial temps under the brand name TW Network. We are required by law to publish a gender pay gap report in line with our obligations under the Equality Act 2010 (Gender Pay Gap Information) Regulations 2017. Our report is a snapshot of all employees and temporary workers during the pay period of 7 April 2023.

### Our pay quartiles by gender are as follows:



Our pay quartiles show that there is a male dominance in each layer of our business. This is as a direct result of the market we operate in. HGV drivers are predominantly male and this labour market is hugely under represented by female drivers. The percentage of woman increases slightly in the lower quartiles due to the number of woman working as industrial temps in our TW Network division. However, these jobs are paid less than the more skilled jobs we offer to HGV drivers. Running this report for 2022 shows a significant increase in male pay. This is as a direct result of the acute driver shortage we have faced since 2021, whereby rates for HGV jobs increased, but rates for our warehouse roles did not increase as much. We have more females in warehouse roles which is why there has been an increase in the male percentages. Our volume in TW Network has also reduced significantly, meaning that more men dominate each quartile compared to previous years.

### Difference in Hourly Pay between Men and Women

(% women lower than men)

Mean % Gap	Median % Gap
18.1%	30.5%

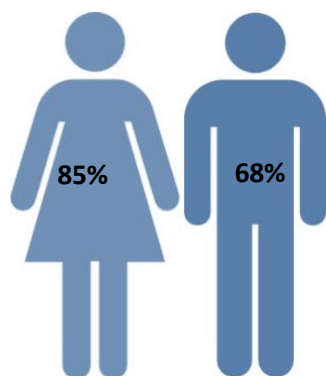
Whilst we operate equal pay in our organisation and pay the same to men and women for all roles, the pay gap is explained by the fact there are many more men working in HGV roles across the industry. The majority of our women workers work alongside their male counterparts in our industrial division. Typically, these are lower skilled roles which are paid at a commensurate lower rate. With our volume reducing in our TW Network division (industrial temps), this has meant the gap has widened significantly due to the HGV roles being dominated by males.

## Difference in Bonus Pay between Men and Women

(% women lower than men)

Mean % Gap	Median % Gap
20.7%	-5.7%

## Proportion of Employees Receiving a Bonus



Due to the driver shortage, HGV drivers, dominated by males in the UK received bonuses to retain their services across certain shifts. The same need was not required in our industrial division where more female workers are placed on roles comparatively.

## What are the underlying causes of PPF Ltd's gender pay gap?

As mentioned and evidenced above, we operate in a labour market dominated by men. Our understanding is that under 5% of all people with a HGV licence in the UK are women. Under law, men and women must receive equal pay for:

- the same or broadly similar work;
- work rated as equivalent under a job evaluation scheme; or
- work of equal value.

PPF Ltd is committed to the principle of equal opportunities and equal treatment for all employees, regardless of sex, race, religion or belief, age, marriage or civil partnership, pregnancy/maternity, sexual orientation, gender reassignment or disability. It has a clear policy of paying employees equally for the same or equivalent work, regardless of their sex (or any other characteristic set out above). As such, we regularly evaluate job roles and pay grades as necessary to ensure a fair structure. Further, we have an I.T. infrastructure that does not allow for differing rates for men and women when operating in any of our temporary roles.

PPF Ltd is therefore confident that its gender pay gap does not stem from paying men and women differently for the same or equivalent work. Rather its gender pay gap is the result of the roles in which men and women work within the organisation and the salaries that these roles attract. This is also clearly stated above.

## What is PPF Ltd doing to address its gender pay gap?

We recognise that we are missing out on a huge part of the labour market as a result of women not taking up HGV driving as a career choice.

We have the ability to offer very flexible employment for both men and women. We have many drivers who can work as much or as little as they wish. Part time or casual workers are key part of the success of our business. We are also able to offer a host of start times to suit. PPF Ltd is committed to continuing to break barriers and stigmas attached to the transport industry as a whole. The sector must become far more attractive to women and ensure that it is a genuine career choice worth strong consideration. The unfortunate fact remains that women do not typically consider HGV driving as a career choice. When we surveyed warehouse workers in on lower pay back in 2019, 84% of the women surveyed would rather remain in warehouse roles than start a career in HGV driving. Working alone, and a lack of desire to drive a truck were two of the key reasons provided.

While PPF Ltd's gender pay gap compares favourably with that of organisations across the whole UK economy, this is not a subject about which PPF Ltd is complacent, and it is committed to doing everything that it can to reduce the gap. However, PPF Ltd also recognises that its scope to act is limited in some areas - it has, for example, no direct control over the proportion of women operating in the HGV driver market compared to men.

I, Peter Howitt, HR Director, confirm that the information in this statement is accurate.

Signed



Date: 27 March 2024