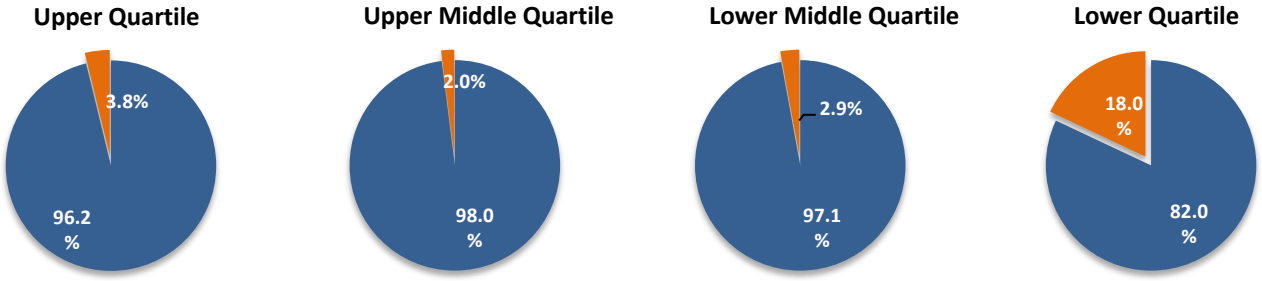
PPF Ltd – Gender Pay Gap Report

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 5 April 2024.

Our pay quartiles by gender are as follows:



Our pay quartiles indicate a male dominance across all levels of our business, primarily due to the nature of the labour market in which we operate. The HGV driving sector is predominantly male, with female representation remaining significantly low.

In the lower quartiles, the percentage of women is slightly higher due to the number of female industrial temps employed within our TW Network division. However, these roles are generally lower-paid compared to the more skilled HGV driver positions.

Our 2023 report highlights a notable increase in male pay, driven by the acute driver shortage since 2021. During this period, wages for HGV roles rose significantly, whereas pay for warehouse positions—where we employ more women—saw only marginal increases. Additionally, a substantial decline in TW Network volumes has further shifted the gender balance, resulting in a higher male proportion across all pay quartiles compared to previous years.

Difference in Hourly Pay between Men and Women

(% women lower than men)

Mean % Gap	Median % Gap
18.2%	31%

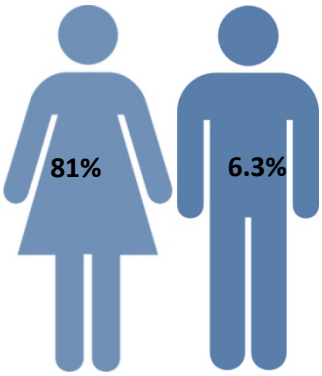
Whilst we operate equal pay in our organisation and pay the same to men and women for all roles, the pay gap is explained by the fact there are many more men working in HGV roles across the industry. The majority of our women workers work alongside their male counterparts in our industrial division. 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
20.9%	-5.5%

Proportion of Employees Receiving a Bonus



Bonuses were paid to office employees, many of whom are women. The percentage is low for men due to the number of temporary HGV drivers operating for us.

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.

What Are the Underlying Causes of PPF Ltd's Gender Pay Gap?

As outlined above, PPF Ltd operates within a labour market that is predominantly male. Currently, fewer than 5% of all individuals holding an HGV license in the UK are women.

Under UK 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 fully committed to the principles of equal opportunities and fair treatment for all employees, regardless of sex, race, religion or belief, age, marital or civil partnership status, pregnancy/maternity, sexual orientation, gender reassignment, or disability. We uphold a clear policy of paying employees equally for the same or equivalent work, irrespective of gender or any other protected characteristic. To maintain fairness, we regularly evaluate job roles and pay structures as needed. Additionally, our IT infrastructure ensures that pay rates remain consistent across all temporary roles, preventing gender-based discrepancies.

As such, PPF Ltd is confident that its gender pay gap is not due to unequal pay for men and women performing the same or equivalent work. Instead, the gap is primarily driven by the distribution of roles within the organisation and the salaries those roles command.

What Is PPF Ltd Doing to Address Its Gender Pay Gap?

We recognise that the underrepresentation of women in HGV driving means we are missing out on a significant portion of the labour market.

PPF Ltd offers highly flexible employment opportunities for both men and women, with many drivers able to work on a part-time or casual basis. Flexible shift start times are also available to accommodate different working preferences. We remain committed to challenging barriers and breaking stigmas associated with the transport industry, making it a more appealing career choice for women.

Despite these efforts, the reality is that women do not typically consider HGV driving as a career. In a 2019 survey of our warehouse workers—who are typically on lower pay—84% of women surveyed expressed a preference for remaining in warehouse roles rather than transitioning into HGV driving. Key reasons cited included the solitary nature of the work and a general lack of interest in truck driving.

While PPF Ltd's gender pay gap compares favourably with the broader UK economy, we are not complacent. We remain committed to reducing this gap wherever possible. However, we acknowledge that some factors are beyond our direct control—such as the overall gender imbalance within the HGV driver workforce.

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

Signed

Date: 25 March 2026