



GIST LIMITED

GENDER PAY
GAP REPORT 2023/24



GENDER PAY GAP

AT A GLANCE



MEAN PAY GAP

THE MEAN GAP FOR GIST HAS
INCREASED FROM 6.5% TO...

8.5%

MEDIAN PAY GAP

THE MEDIAN GAP FOR GIST HAS
DECREASED FROM 15% TO...

13.6%

MEAN BONUS GAP

THE MEAN GENDER BONUS GAP
FOR GIST HAS REMAINED AT...

11.7%

MEDIAN BONUS GAP

THE MEDIAN BONUS GAP FOR GIST
HAS DECREASED FROM 36% TO...

30.9%

THE PROPORTION OF
FEMALE EMPLOYEES IN
GIST RECEIVING A BONUS...

74.8%

THE PROPORTION OF
MALE EMPLOYEES IN
GIST RECEIVING A BONUS...

85.8%



PAY QUANTILES

BY GENDER



Band	Quartile	Males	Females	Who is included in this band?
D	Upper Quartile	91%	9%	All colleagues whose standard hourly rate is within the upper quartile
C	Upper Middle Quartile	89%	11%	All colleagues whose standard hourly rate is more than the median but the same or less than the upper quartile
B	Lower Middle Quartile	84%	16%	All colleagues whose standard hourly rate is more than the lower quartile but the same or less than the median
A	Lower Quartile	78%	22%	All colleagues whose standard hourly rate is within the lower quartile

TABLE 1: PAY QUANTILES BY GENDER

This table shows our workforce divided into four equal-sized groups based on hourly pay rate. Band A includes the lowest-paid 25% of colleagues (the lower quartile) and band D covers the highest-paid 25% (the upper quartile).

A quartile is one of four equally sized groups created when you divide a selection of numbers that are in ascending order into four. The "lower quartile" is the lowest group. The "upper quartile" is the highest group.

The figures in this table have been calculated using the standard methods used in the Equality Act 2010 (Gender Pay Gap Information) Regulations 2017.



KEY OBSERVATIONS

The standard male rate of pay increased by 7%, while the standard hourly rate for females increased by 5%, resulting in a 2% rise in the mean pay gap.

The gender pay gap at Gist is driven by the proportions of males and females working in different roles, rather than the rates of pay. For example, there is a higher percentage of men in our engineering and transport functions, which generally receive higher pay.

The overall percentage of women at Gist has decreased by 1.2% compared to 2022. This impact is more significant within the upper quartile, which has seen a 3.7% decrease in female representation. This change was driven by organizational structural changes in late 2022 and early 2023.

In our lower grades, where there is a concentration of female workers, the proportion of females has decreased from 13.6% to 11.6%. This change and its impact on the female pay rate can be attributed to the separation of Gist and Food Service Logistics as part of the acquisition by M&S, where a significant proportion of female workers transferred out of the Gist business.

At Gist, we are committed to 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.

We have a clear policy of paying employees equally for the same or equivalent work, regardless of their sex or any other characteristic listed above.

OUR COMMITMENTS

- We will continue to conduct regular pay and benefit audits and evaluate job roles and pay grades to ensure fairness.
- We will focus on diversity and inclusion within our business and closely consider the impact of any policy or structural changes on gender diversity.
- We will continue to review our policies and support mechanisms across our network.
- We will seek to further understand potential barriers to females entering our workforce or taking positions within higher graded and paid roles.

We are committed to fulfilling these commitments and will regularly review them to ensure progress.



HISTORICAL DATA

2020/2021 - Snapshot Date 5 April 2020				
Median Pay Gap	11%			
Mean Pay Gap	5%			
Median Bonus Gap	0%			
Mean Bonus Gap	-4%			
% of Males and Females receiving a bonus	Male		Female	
	78%		71%	
Proportion of Males and Females in each pay quartile	Band D	Band C	Band B	Band A
	Upper	Upper Middle	Lower Middle	Lower
Male	87%	89%	82%	79%
Female	13%	11%	18%	21%

2021/2022 - Snapshot Date 5 April 2021				
Median Pay Gap	14%			
Mean Pay Gap	5%			
Median Bonus Gap	0%			
Mean Bonus Gap	-15%			
% of Males and Females receiving a bonus	Male		Female	
	81%		71%	
Proportion of Males and Females in each pay quartile	Band D	Band C	Band B	Band A
	Upper	Upper Middle	Lower Middle	Lower
Male	88%	90%	83%	78%
Female	12%	10%	17%	22%

2022/2023 - Snapshot Date 5 April 2022				
Median Pay Gap	15%			
Mean Pay Gap	6%			
Median Bonus Gap	36%			
Mean Bonus Gap	12%			
% of Males and Females receiving a bonus	Male		Female	
	84%		75%	
Proportion of Males and Females in each pay quartile	Band D	Band C	Band B	Band A
	Upper	Upper Middle	Lower Middle	Lower
Male	88%	90%	82%	78%
Female	12%	10%	18%	22%

2023/2024 - Snapshot Date 5 April 2023				
Median Pay Gap	13.6%			
Mean Pay Gap	8.5%			
Median Bonus Gap	30.9%			
Mean Bonus Gap	11.7%			
% of Males and Females receiving a bonus	Male		Female	
	85.8%		74.8%	
Proportion of Males and Females in each pay quartile	Band D	Band C	Band B	Band A
	Upper	Upper Middle	Lower Middle	Lower
Male	91%	89%	84%	78%
Female	9%	11%	16%	22%





GIST LIMITED

GENDER PAY GAP REPORT 2023/24

The figures disclosed within are relating to a snapshot date as at 05 April 2023.

Gist Limited is a subsidiary of Marks and Spencer Group plc. Registered Office: Waterside House, 35 North Wharf Road, London, W2 1NW. Registered Number: 502669 – Registered in England & Wales.