

GENDER PAY GAP REPORT

2024

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About Proximo Group

Founded in 1995 to provide taxi drivers with replacement vehicles, Proximo has grown to become the UK's leading provider of a wide range of specialist vehicles and a trusted repair network. Our business is built on a strong foundation of customer service, innovation, and inclusion, ensuring that we support clients with tailored solutions while encouraging a positive workplace for all our employees.

Diversity and inclusion are central to our purpose and to achieving outperformance in our sector. We strive to create an inclusive workplace where everyone can bring their best self to work. We do this by building greater diversity across all levels and creating an inclusive culture that attracts, encourages, and capitalises on diverse perspectives, establishing a stronger foundation to serve our increasingly diverse customer base. By enabling diversity of thought and ensuring representation of women in our senior management teams, we are fundamentally stronger as a business.

We are committed to employing the right person for the right role, irrespective of gender. Our recruitment and career progression policies focus on skills, experience, and potential, ensuring equal opportunities for all. As an award-winning business for Recruitment and Retention and Employee Engagement, we are proud to be a people focused environment where we empower individuals to thrive and contribute to our collective success.

Executive Summary

Proximo Group is legally required to publish an annual gender pay gap report. This report presents the pay gap data for the snapshot in April 2024. It is important to highlight that we were not previously required to report the gender pay gap; therefore, a comparison to 2023 is not available.

Key Findings:

- Mean gender pay gap: 6.82% (compared to UK average: 6.9%)
- Median gender pay gap: 0.93% (compared to UK average: 4.4%)
- Mean gender bonus gap: 14% (compared to UK average: 12.8%)
- Median gender bonus gap: 0% (ideal position)
- Bonus recipients: 91% of men and 89% of women received a bonus

The organisation's gender pay gap compares favourably to the UK average, with a mean gap of 6.82% and a notably low median gap of 0.93%, indicating fair pay distribution. Bonus equity is strong, with a 0% median bonus gap, an ideal position. While the mean bonus gap (14%) is slightly above the UK average, overall, the results reflect a commitment to fair pay and reward structures.

Purpose of Report

The Equality Act 2010 mandates that men and women receive equal pay for the same or similar work. This report provides insight into Proximo Groups gender pay gap, identifying key trends and contributing factors.

Understanding the Gender Pay Gap

Equal pay ensures men and women receive the same pay for the same job. The gender pay gap reflects differences in average earnings across the workforce, which may result from representation at different levels. The Group's upper quartile includes 54% women, highlighting strong female representation in higher-paying roles.

How Proximo is Closing the Gender Pay Gap

The Proximo Group is committed to furthering an inclusive workplace and reducing the gender pay gap through a range of targeted initiatives. Recognising that the transport and logistics industry is traditionally male dominated, we are actively working to encourage greater gender diversity. While we have seen strong female representation in our head office roles, where women make up a significant proportion of the workforce, we acknowledge that fewer women tend to apply for logistics and transport-based roles.

Our ongoing commitment is to challenge this industry trend by ensuring a more inclusive approach to recruitment and career progression. To support this, we are focusing on the following areas:

- We are committed to increasing female representation in senior roles by providing leadership training, apprenticeship programs, and structured career progression opportunities. By ensuring that women have equal access to leadership positions, we aim to reduce disparities in earnings at the higher pay levels.
- Recognising the importance of work-life balance, we offer a range of flexible working arrangements that enable all employees to progress in their careers while balancing personal commitments. We also provide enhanced maternity and paternity leave to further support our employees in managing both their professional and family life.
- We have refined our recruitment processes to attract a more diverse talent pool, particularly in areas where women have historically been underrepresented. This includes reviewing job descriptions, ensuring gender-neutral language, and actively promoting career opportunities to a wider audience.
- We are committed to regularly reviewing our bonus and reward structure to ensure fairness across the business. We have successfully introduced a Performance Appraisal Framework which reviews and rewards people fairly and consistency based on our core business objectives. We have plans to further enhance this framework whilst also creating salary bandings for all roles. This allows a more transparent approach to creating a more equitable rewards system that benefits all our employees equally.
- As part of our commitment to an inclusive workplace, we are working with Inclusive Employers to strengthen our diversity and inclusion strategies, ensuring that we are continuously improving in this important area.

Through these initiatives, we remain committed to advancing a workplace culture that supports gender equality, encourages career development for all, and ensures that our pay structures reflect fairness and inclusivity across the organisation.

Methodology Used

All figures in this report are calculated in accordance with the Equality Act 2010 (Gender Pay Gap Information) Regulations 2017.

Pay Quartiles by Gender

Quartile	Male %	Female %	Description
A	65%	35%	Includes all employees whose standard hourly rate places them at or below the lower quartile
B	65%	35%	Includes all employees whose standard hourly rate places them above the lower quartile but at or below the median
C	62%	38%	Includes all employees whose standard hourly rate places them above the median but at or below the upper quartile
D	46%	54%	Includes all employees whose standard hourly rate places them above the upper quartile

Proximo's Pay Gap in Context

According to the Government Website the UK average gender pay gap for 2024 is:

- Mean gender pay gap is 6.9%, a decrease from 8.2% in 2023
- Median gender pay gap is 4.4%, an increase from 2.8% in 2023

Proximo's figures show for 2024:

- Mean gender pay gap is 6.82% almost the same as the UK average (showing that men are on average paid 6.82% higher than women)
- Median gender pay gap is 0.93% which is much better than the UK average (showing that the mid point range of men and the mid point range for women denotes males are paid 0.93% higher at the mid point than women)

Gender Bonus Pay Gap

	Male	Female
% receiving a bonus	91%	89%
	Mean	Median
	14	0

According to the Government Website the UK average bonus pay gap for 2024 is:

- Mean bonus gap is 12.8%, having previously been -2.1% in 2023
- Median bonus gap is -100%, previously -100% in 2023

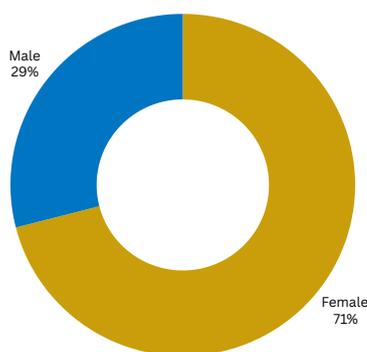
Proximo's figures show for 2024:

- The % of men and women receiving a bonus is almost equal
- Mean gender bonus gap is 14% which is only slightly higher than the UK average.
- Median gender bonus pay gap is Zero meaning that men and women as a mid-point reference are paid the same. Which denotes the ideal position.

Throughout the year at Proximo Group there were various different bonus payments that were paid out. Including a Service Reward and Early Start Payment. Early start payments fall within the Logistics teams, which are heavily represented by male employees.

The Challenges of Gender Pay Reporting

Gender pay reporting can be challenging as it doesn't account for factors like full-time vs. part-time work or occupation grade differences pay disparities. These limitations can distort the overall pay gap. However, we've provided analytics to offer a clearer picture of these factors and may look to include further details in future reports to better understand the underlying contributors to wage differences.



Percentage of part-time workers by Gender

Summary of Findings

Our gender pay gap is comparable to national averages and demonstrates strong female representation in higher pay quartiles.

The median gender pay gap of 0.93% indicates near-equal pay levels at the mid-point of salaries.

The mean gender bonus gap (14%) highlights some areas for improvement in performance-related pay distribution.

Commitment to Continuous Improvement

The Group is dedicated to being an inclusive employer of choice and overall, an inclusive and equitable workplace. By implementing targeted actions and continuously monitoring progress, the company aims to further reduce the gender pay gap and promote equal opportunities for all employees.

Declaration

I confirm that the gender pay gap data in this report is accurate and has been prepared in line with UK government guidelines.

Mary Murphy
HR and Customer Experience Director
27/03/2025