

MAXI HAULAGE GENDER PAY REPORT 2022

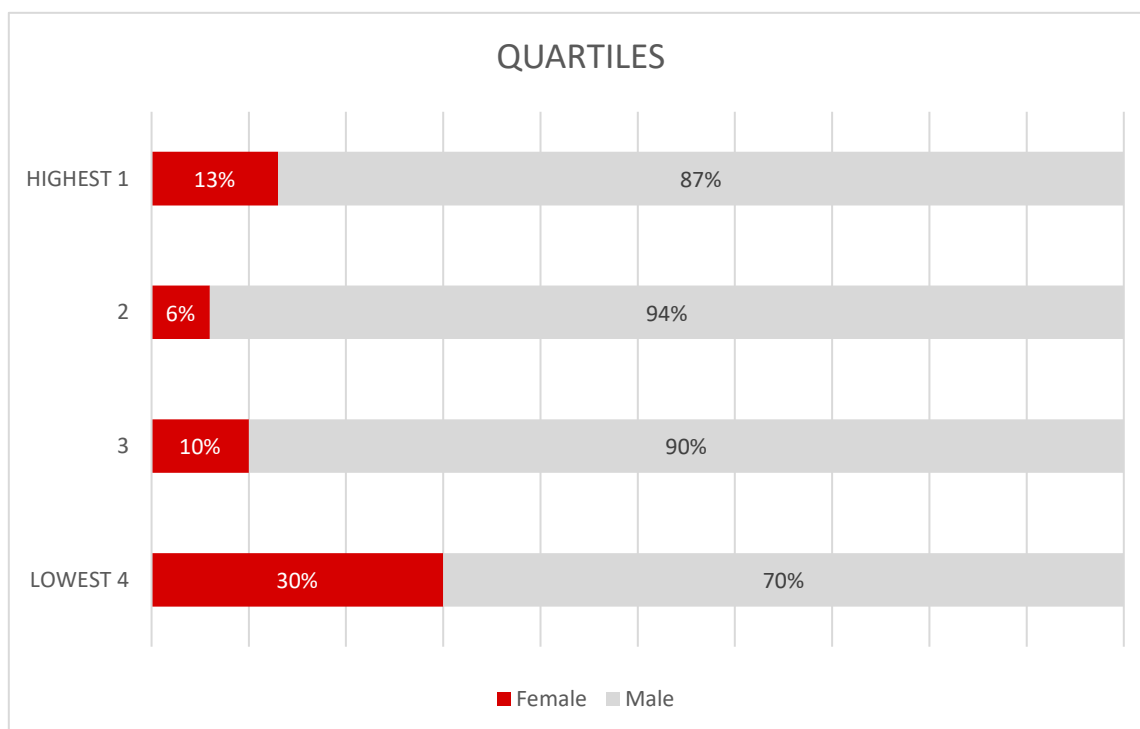
The following is the Gender Pay Gap analysis information for Maxi Haulage Ltd based on the snapshot date of 5th April 2022.

PAY AND BONUS PAY GAP CALCULATIONS

	DIFFERENCE BETWEEN MALE AND FEMALE	
	MEAN	MEDIAN
PAY GAP	10%	3%
BONUS PAY GAP	41%	0%

The proportion of males receiving a bonus payment is: 99%

The proportion of females receiving a bonus payment is: 100%



Progress has been made this year, with our mean pay gap decreasing from 14% to 10%, and the median decreasing from 18% to 3%, placing us significantly below the UK figure of 13.9% provided by the Office of National Statistics.

We are creating opportunities for and encouraging those in the lower quartiles to advance to higher-paid roles through our 'Maxi Development Scheme', where we have already seen a positive difference in the number of women being promoted in the company.

I confirm this data is accurate.

A handwritten signature in black ink, appearing to read 'Richard Atkinson', written over a faint horizontal line.

Richard Atkinson

Director