

Gender Pay Gap Report 2024

Organisations that have 250 or more employees must publish and report specific figures about their gender pay gap. The gender pay gap is the difference between the average earnings of men and women. At BAKO, we are committed to ensuring that all colleagues are treated fairly and equally across our organisation.

In 2022, we decided to submit our Gender pay gap Report voluntarily. We understand by reporting annually it provides a way to track how our internal Reward and Pay decisions impact the achievement of a diverse and inclusive workforce.

We are delighted to see our mean pay gap has further reduced by another 9.57%, however we recognise we still have some work to do to further improve this. We are also pleased to see that both male and females still have an equal opportunity to earn a bonus, with 2023 figures showing a further increase of 5.05% for females who received a bonus.

Based on the work we carried out with WTW (Willis Tower Watson) to benchmark salaries across the business, we have now established pay scales for all roles regardless of gender. This will support the business in ensuring that everyone is paid fairly for undertaking the same or a similar role.

Female representative is typically lower within the warehouse and logistics industry and is traditionally male dominated, as shown in our pay quartile data.

- The lower quartile shows a higher proportion of males, we recognise there has been a slight change in this quartile from previous years. This is typically where our telesales team and office administration teams would sit, but this year some of our Warehouse colleagues have moved to this quartile.
- The lower middle and upper middle quartiles is where our transport, external sales and some warehouse functions would sit therefore showing a higher male percentage.

We have a ongoing commitment in developing a diverse workforce for all our colleagues and are committed to addressing our gender pay gap and applying equal opportunities across all our practices, policies and procedures.



Michael Tully
 Group CEO
 March 2024

Total Headcount



236 males



83 females

74% of Males & 26% Females

Bonus Headcount



89.4% of Males & 98.8% of Females received a Bonus



Difference between Male and Female



Mean Pay Gap	1.95%
Median Pay Gap	9.82%
Mean Bonus Pay Gap	14.39%
Median Bonus Pay Gap	-47.33%



Proportion of Male and Female in each Quartile

