

Gender Pay Gap Report 2023

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.

Last year we submitted 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 reduced by 2.2%, however we recognise we still have some work to do to further improve this. We are also happy to see that both male and females still have an equal opportunity to earn a bonus with 2022 figures showing a slight increase in the percentage of females who received a bonus.

We have carried out some work with WTW (Willis Tower Watson) over the last 12 months to benchmark our salaries and establish pay scales across the business. 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 more equal split with a slightly higher percentage of women. This is typically where our telesale team and office administration teams would sit.
- The lower middle and upper middle quartiles is where our transport and 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 2023

*[Gender pay gap in the UK - Office for National Statistics \(ons.gov.uk\)](https://www.ons.gov.uk)

Total Headcount



218 males



80 females

73% of Males & 27% Females

Bonus Headcount



87% of Males & 94% of Females received a Bonus



Difference between Male and Female

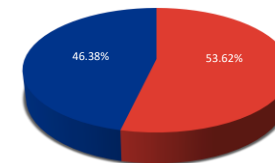


Mean Pay Gap	11.52%
Median Pay Gap	20.06%
Mean Bonus Pay Gap	57.68%
Median Bonus Pay Gap	-24.14%

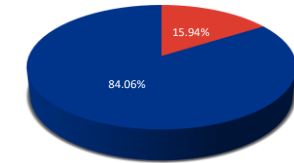


Proportion of Male and Female in each Quartile

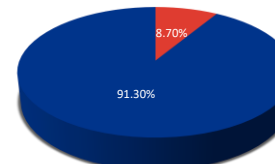
Lower quartile



Lower middle quartile



Upper middle quartile



Upper quartile

