Gender pay gap report for Goldstar Transport Limited

UK legislation requires companies with more than 250 employees to report specific calculations about their gender pay gap. The following calculations are a snapshot of the company payroll data over the **5th April 2025** pay period.

STATUTORY DISCLOSURE

	05/04/2025	
MEAN AND MEDIAN GENDER PAY AND BONUS GAP	**Mean**	**Median**
Gender pay gap	(7.2%)	(12.3%)
Gender bonus gap	52.2%	86.5%
PROPORTION OF EMPLOYEES RECEIVING A BONUS	**MALE**	**FEMALE**
	96.5%	94.6%
PROPORTION OF EMPLOYEES IN EACH PAY QUARTILE	**MALE**	**FEMALE**
Top quartile	90.2%	9.8%
Upper middle quartile	94.5%	5.5%
Lower middle quartile	97.0%	3.0%
Lower quartile	98.8%	1.2%

EQUAL PAY

The gender pay gap calculations are different to the concept of equal pay. Equal pay looks to ensure that males and females are paid the same rate for carrying out the same work, or work of an equivalent value to the business. The company demographic of 95% male, 5% female is reflective of the rest of the UK haulage industry. Drivers make up the majority of employees at Goldstar and they are all paid on the same wage deals, irrespective of gender.

GENDER PAY GAP

At Goldstar the mean and median gender pay gaps indicate that the average hourly rate for females exceeds that of males with mean and median percentages of 7.2% and 12.3% respectively. The gender pay gap is an average hourly rate based on ordinary pay and bonus pay. This gap is reflective of the unequal distribution of males and female job roles across the company and not because of our pay policies and practices.

The UK's national average gender pay gap shows that male hourly pay exceeds female hourly pay, therefore Goldstar is not indicative of the average employer since at Goldstar average female hourly pay exceeds average male hourly pay.

BONUS PAY GAP

The calculations above indicate that males receive a larger bonus than females. The drivers receive a performance related bonus measured by the trucks telematics data that calculates how well they drive their trucks, as well as incentive related bonuses for driving into London or driving with specialised equipment.

During a previous tax year, a retention bonus was introduced to the drivers to help with driver retention, which accrues per shift worked, and is irrespective of gender. A full year of retention bonus figures has therefore led to an overall increase in the proportion of drivers, both male and female, receiving bonuses.

All drivers, irrespective of gender, have the opportunity to receive the maximum bonus payment. The distortion between males and females' bonuses in the gender pay calculations is reflective of the differing proportions of drivers' gender versus office staff gender rather than a gender bonus pay gap.

PAY QUARTILES

The proportion of employees in each quartile does not suggest a gender pay gap, and as noted above it is reflective of the male dominated UK haulage industry.

GOING FORWARD

We will continue to monitor our gender pay gap and where possible will continue to offer support to our staff through flexible working patterns including part time.

We confirm that the data reported is accurate.

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Paul Miller
CEO / Director
Goldstar Transport Limited

Date: 25/3/26