



Sustainability Report

November 2025





Welcome to Oakland International



www.Oakland-International.com

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ntroduction

Welcome to the fourth edition of our sustainability report, we are proud to share our progress with you.

Here at Oakland International we are extremely passionate about doing our part to not only protect the world we live in, but to make it a better place also.

Having a family background in farming and agriculture, we've always prioritised caring for the environment, our team and the wider community.

We hope that sharing the steps we have taken in our sustainability strategy and involvement in our wider community will inspire others in our industry to follow a similar path.

As an energy-intensive business, with a large fleet of distribution HGVs, we are aware of our impact to the environment and are trying to minimise this in every way we can. Further, it is estimated that for the UK to meet its legally binding target of net zero by 2050, the UK food system will have to **cut emissions by 70%.**

That's why we are committed to positively disrupting our industry and leading the way for more sustainable practices.

In fact, we have already made significant progress to this by becoming **B Corp** Certified in 2023, a rare accomplishment in the Warehouse, Transport and Logistics sector – placing us firmly ahead of the curve.

Our strategic board is fully committed to achieving **net zero by 2040**, a full decade ahead of the required timeline. We recognise the scale of this challenge, but we are determined to lead by example and show the industry that our operations do not have to cost the world.

Following the publication of our first Sustainability Report, we continue to experience significant interest in our journey. Our values differentiate us within our sector, as more of our customers prioritise environmental and social responsibility, an area in which we are proud to exceed expectations.

This report outlines who we are at Oakland International, what we do, and our impact on the environment and people. It further details the steps we're taking to lead and innovate the industry, including our ambitious plan to achieve net zero by 2040.

Meet Oakland's Strategic Board



Shaun Foley, Dean & Sallie Attwell and Jeremy Hoare

Who We Are

Multi Temperature Supply Chain Specialists

We are an award-winning and BRCGS accredited integrated supply chain specialist that serves retail, wholesale, discount, convenience and food service markets via our six strategically located depots across the UK and Ireland. You can find us in Redditch (HQ), Corby, Bardon, Knottingley and Skelmersdale in the UK, and in Dublin, where our depot is located opposite the airport.

Oakland International is a family-owned business established in 1998 by co-founders Dean and Sallie Attwell. We provide a total solution package for chilled, frozen, ambient and ancillary services, delivering a cohesive and transparent service from beginning to end.

In 2004 we won the National Award for Social Impact and in 2017 we were extremely proud to receive the Queen's Award for Sustainability.

Our Vision:

A responsible family enterprise that shares focus on delivering sustainable growth through partnerships, collaboration & innovation with an environmental & social conscience

Our Mission:

Working together to deliver solutions that make a difference

Our Promise:

To strive to provide an unrivalled service in supply chain management with a team of highly trained and committed team members who share in our vision of growth through focus on core values







Our Services:



Direct to Consumer D2C C



Case
Consolidation



Contract Packing



Distress Load Management (DLM)



Ambient Storage



Chilled Storage & Distribution



Frozen Storage & Distribution



Food Tempering



Distribution



OakRA



Acom Trade Partners (ATP)

Our Highlights

Planet & People



Continued to build on our **B Corp** status

People



Annual **Molly Ollys** cycle raised **£31,936**, equivalent to funding 65 wishes for children.

Through Molly Ollys we also donated £160,000 to Birmingham Children's Hospital Palliative Care





Using 100% renewable energy



Over **30 million meals** distributed from our warehouses to food charities.





Oakland Foundation gave £137,000 in grants to local charities, affecting 4,466 children





What a B Corp Certification means to us:



In 2023 we proudly achieved B **Corp Certification**



What does this mean?

Certified by B Lab, becoming a B Corp means we are joining a global movement of People Using Business as a Force for Good ®. It shows Oakland's high standards of social and environmental performance, accountability and transparency. See below the five impact areas we are measured on and our scoring.











21.9 26.4

16.9

15.3

Overall B Impact Score

Based on the B Impact assessment, Oakland International Ltd earned an overall score of 84.6. The median score for ordinary businesses who complete the assessment is currently 50.9.



- 84.6 Overall B Impact Score
- 80 Qualifies for B Corp Certification
- 50.9 Median Score for Ordinary

Recertification

B Corp Certification is valid for three years and then a company must go through a recertification process.



Due to these changes our **next recertification** is in **2027**, we are aiming to exceed our already impressive score of 84.6







INTRODUCTION



Being Sustainable

What does sustainable mean?

Sustainability is about creating a balanced and resilient future – for people, the planet & prosperity. This means meeting the needs of the current population without compromising the ability for future generations to meet their needs. This involves:



Environmental Sustainability:

Conserving biodiversity, reducing pollution and protecting our ecosystems



Social Sustainability:

Ensuring human rights, equity and access to services such as education & health care



Economic Sustainability:

Supporting long-term economic growth without negative impacts

The Sustainable Development Goals

The Sustainable Development Goals (SDGs) were established in 2015 by the United Nations as a call to action to protect the planet and its people by 2030. They consist of 17 goals which promote environmental, economic and social sustainability.

Demonstrating our commitment to a more sustainable future, we've partnered with Sustainable Development Goals LTD to assess our alignment with each of the UN SDGs. Their independent evaluation highlights how our actions support each goal. You can explore our progress and dedication to each goal in the following pages.

Why this matters to us



Climate action must occur now



The **UK's food system** produces **20%** of national Greenhouse Gas (GHG) emissions, which our supply chain contributes to

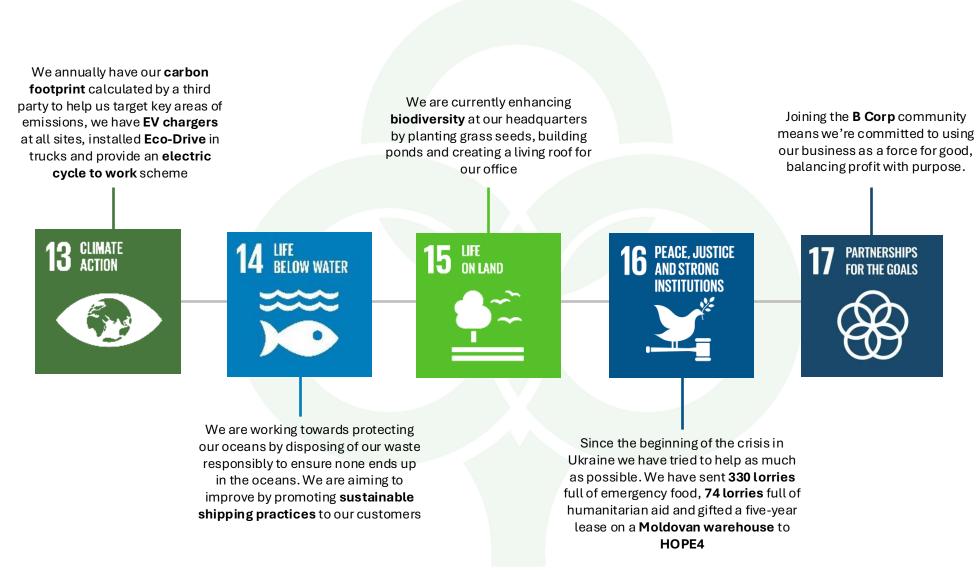


Experts believe that for the UK to reach its legally binding goal of net zero by 2050, the UK food system must cut emissions by 70%. This will require bold, radical change, and we are leading the pack











🗯 Our Sustainability Goals & Progress

Below are the SDGs most relevant to our business, along with the steps we are taking to strengthen our commitment to them.

SDG 7. AFFORDABLE & CLEAN ENERGY



- Expand on-site renewable **energy** generation by looking

- Enhance awareness through

SDG 12. RESPONSIBLE CONSUMPTION & PRODUCTION



- Improve communication channels with customers to flag-up short-dated food to avoid it being wasted
- Conduct a waste audit to track and continue our commitment to our Zero To Landfill Policy
- Encourage our customers to reduce plastic packaging
- Improve recycling at our sites through well-labelled bins using images for multilingual

SDG 13. CLIMATE ACTION



- Develop site-specific environmental action plans
- Establish 'sustainability champions' at each site to incentivise team members to lead local climate initiatives
- Increase climate awareness internally through talks, and externally in local schools to build awareness in younger generations

SDG 2. ZERO HUNGER



- Track and report how much food we are donating from each site many meals that makes
- Support local food **security**, such as helping with community allotments to increase fresh produce

SDG 8. DECENT WORK & ECONOMIC GROWTH



- Encourage regular modern slavery audits throughout the supply chain
- Deliver financial literacy workshops to employees to empower them financially
- Increase awareness of inhouse Mental Health First Aiders and promote a culture of well-being

Our Goal is to be Net Zero by 2040 (or sooner)

Achieving net zero involves balancing the amount of greenhouse gases (GHG) we emit, with the amount being removed from the atmosphere, thus limiting climate change as we are no longer adding to existing GHGs.

Our SBTi target requires us to reduce emissions by 90% by 2040, with the residual neutralised with carbon removals.



SBTi Targets

We have set science-based net zero standards, which have been verified by the SBTi.

In 2021 we joined the Business Ambition for 1.5 °C Campaign and the UNFCCC Race to Zero. This means that we are aligned with trying to limit global warming to 1.5 °C and achieve net zero global emissions by 2050.

We are going one step further and have set our target for net zero as 2040, more ambitious than the minimum target of 2050. However, we recognise we cannot delay climate action, so we are racing to beat our own deadline!







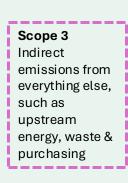


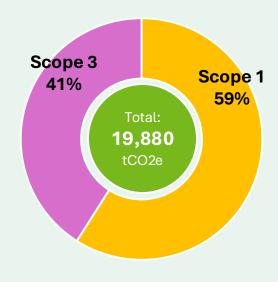
PLANET: Our Environmental Impact

Our Latest Carbon Footprint

As an energy-intensive company with a large distribution fleet, monitoring our impact to the environment is essential in identifying opportunities for improvement. Since 2021, we have partnered with a trusted third party to calculate and verify our carbon footprint.

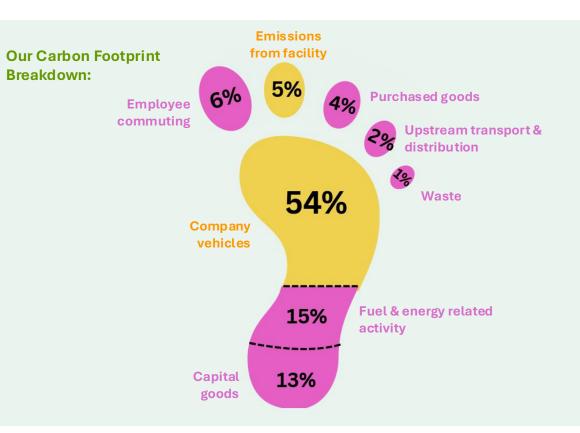
A carbon footprint is a measurement of our **greenhouse gas emissions**. This includes carbon dioxide, methane, nitrous oxide and hydrofluorocarbons, all of which contribute to global warming. A carbon footprint is typically split into three scopes, showing direct and indirect emissions.





Scope 1 Direct emissions from Oakland owned sources, such as our vehicle fleet

Our indirect emissions from purchased electricity & heat, all which dramatically reduced in 2024 to overall contribute 0% to our carbon footprint.



Our carbon footprint over the years



Scope 2 Decrease

In 2024 we saw the benefits of switching to 100% renewable energy, as our scope 2 emissions dramatically decreased by 98%. This means that the energy we use across our depots no longer contributes to our overall carbon footprint



Scope 1 & 3 Increase

Despite efforts to reduce our carbon footprint in 2024, our scope 1 & 3 emissions grew by around 19% due to:

- Our Knottingley site becoming operational
- Growth in our fleet
- Methodology change in our carbon footprint calculation to improve accuracy



Carbon Intensity

Since 2021 we have continued the path to becoming more carbon efficient within our operations.

	2021	2024
Carbon Footprint tCO2e	19,303	19,880
Carbon Intensity tCO2e/£m	348	291

Vision for 2026:

Our goal for the oncoming years is to make tangible progress toward net zero by 2040 through improved data accuracy and focused emission reductions. While reported emissions rose from 2023 to 2024 due to methodology updates, these changes enhance the reliability of our tracking.

We will target scope 1 reductions by exploring alternative fuel options and address scope 3 emissions through sustainable employee commuting initiatives. These efforts will strengthen our path to a lower-carbon future.

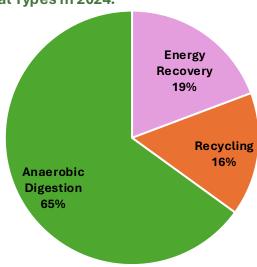
Waste Management

We are on a journey to zero waste; this is achieved by reducing and reusing.

At Oakland International we have a Zero to Landfill Policy, aiming to recycle, reuse or send our waste for energy recovery instead. We recycle cardboard, plastic, wood, WEEE waste, send food waste to anaerobic digestion, and the rest goes for energy recovery. Although it is important to increase the amount of waste we are recycling, the real aim is to reduce our waste.

As a food storage and distribution company we, unfortunately, see a lot of food waste. Food waste can be due to short dates, surplus stock from our partners which hasn't passed quality checks or due to contamination. We aim to donate as much food as possible, with what we can't donate going to an anaerobic digestion plant.

Our Disposal Types in 2024:



How we reduce food waste:



Our Vegetable Processing Facility

We invested £1.8 million into a dedicated facility to reduce our food waste by repurposing surplus and 'wonky' produce. This involves root vegetables such as potatoes and leeks being cleaned, peeled, chopped and then frozen for later distribution

Food Donations

In 2024 our site in Redditch donated over 34,000 boxes of either surplus or shortdated food to charities. Our site in Dublin also donated 111,826 meals equivalent in 2024

Distress Load Management

Our DLM service helps our customers save 85% of a contaminated load, which would have otherwise gone to waste



Sustainable Packaging & the Virtuous Cycle

The rest of our waste is largely packaging, which is generated though our logistics operations. On-site, we separate and compact cardboard and plastic pallet wrap, then send them to be recycled.



Although we are able to recycle cardboard packaging, the main priority is always to reduce waste before it needs to be recycled or reused.

With our partners, we have begun to rethink cardboard packaging and have created OakRA

OakRA stands for Oakland Returnable Asset, it works by staying within the economy unlike traditionally used cardboard boxes - reducing waste and enabling recycling.

This reusable transit packaging system is sent to our customers containing temperature sensitive foods inside, customers then return it, and it is reused.



The Virtuous Cycle

Our Food Park concept is designed to revolutionise the way the food industry operates. At the heart of each Food Park is a multi-temperature supply chain hub, where a virtuous cycle of food movement is powered by OakRA.

OakRA will be packed with fresh, short life stock.

Then delivered to destinations across UK using existing, established courier networks, with priority given to EV solutions.

Once delivered and unpacked, OakRA will be refilled with any damaged or outof-date stock, any restaurant scraps and recyclable materials to maximise return capacity.

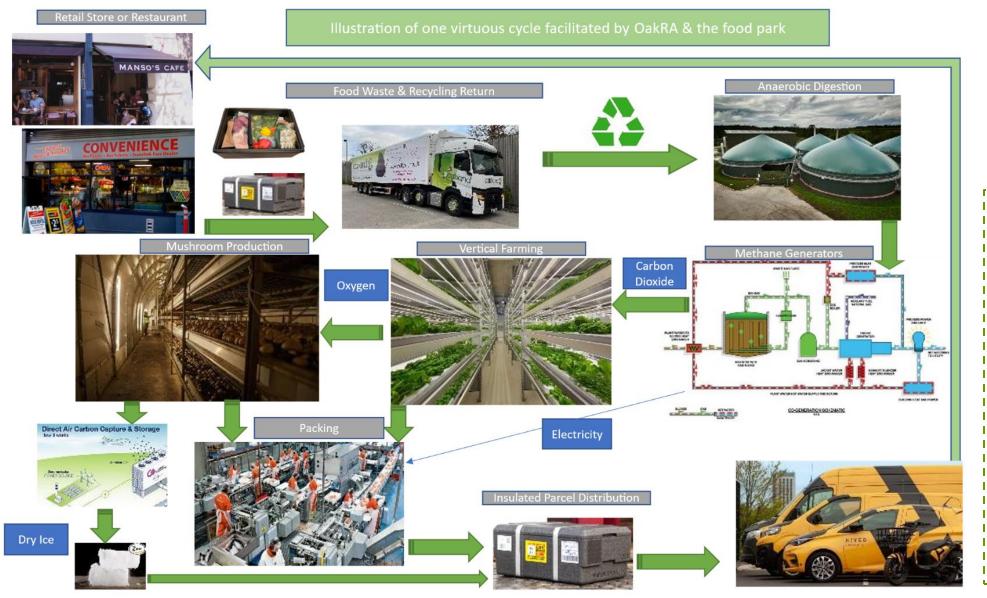
Using reverse logistics, OakRA will then travel back to the Food Park, adding no extra road miles.

Back at the hub, OakRA will be emptied onto a sortation conveyor, sanitised and returned to the packing lines for reuse.

Recyclable materials are processed, and food waste is ground into a nutrientrich 'soup' for the on-site anaerobic digestion plant.

The AD plant converts waste into solid and liquid fertiliser for vertical farming operations, methane for renewable energy generation and carbon dioxide to enrich crop growth.

See an image of the virtuous cycle on the following page.



! Vision for 2026:

• We are committed to minimising waste wherever possible, a key area for I improvement is increasing I recycling awareness amongst our teams. To encourage our staff to I recycle we are enhancing our signage by using clear visuals to overcome language barriers.

Further, we want to improve communication channels between our customers I regarding food with shortexpiration dates, ensuring we can donate as much as possible to avoid waste.

Renewable Energy

Our temperature-controlled warehouses takes significant energy to cool. To limit our impact on the environment we use only renewable energy sources and are working to reduce our energy consumption.



We now run on 100% renewable electricity



In 2024 we received a *Pure Green Supply Certificate* from our energy providers, confirming that 100% of our purchased energy is generated from either wind, solar or hydro sources.

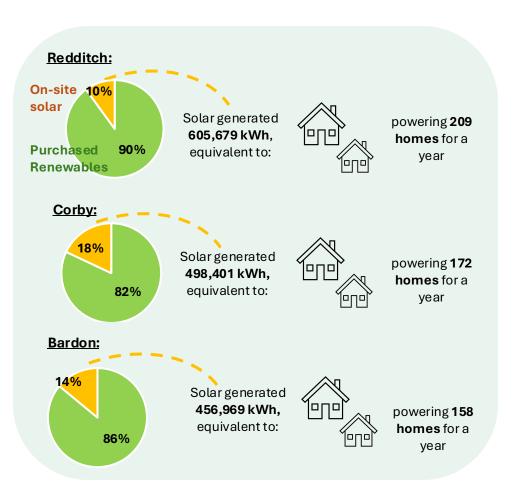
We use a combination of purchased renewables with our own on-site solar generation, which currently meets 13% of our energy needs. Solar panels are installed across our Redditch, Corby and Bardon sites. Since 2023 we have increased our on-site solar generation by 46%, strengthening our commitment to reducing our carbon footprint and supporting the transition to clean energy.

Our solar panels at Redditch:



Our solar panels at Bardon:





Energy Consumption

Although we have been successful over the past few years in decreasing our energy consumption, in 2024 we did see an increase of around 18%. This is due to:

- Our Knottingley site becoming operational
- · New freezer installed at our Corby site
- · At Redditch we changed some of our storage from ambient to chilled
- Increased amount of robotics in the production line



Current efforts to improve energy efficiency:

Reduced the **size** of some **doors** in our warehouse to stop hot air getting into the chilled and frozen storage

£92,000 upgrade in our refrigeration plant to maximise on energy efficiency

Transitioned to **low-energy lighting** & **occupancy-sensitive lighting** in most warehouses

Used a **flare test** to pinpoint areas where cool air is being lost

Purchased Renewables:



2023

9,397,350 kWh



2024

10,877,345 kWh

On-Site Solar Generation:



2023

959,766 kWh



2024

1.561.049 kWh

Energy intensity per turnover:



2023

0.161 kWh per £1



2024

0.179 kWh per £1

Vision for 2026:

As a growing business, reducing energy use presents challenges - but we're making steady progress by upgrading warehouse lighting systems and aim to enhance staff awareness through training and informative notice boards.

We are also aiming to increase our own renewable energy generation by
 exploring the development of our own AD plant

Transport: Distribution

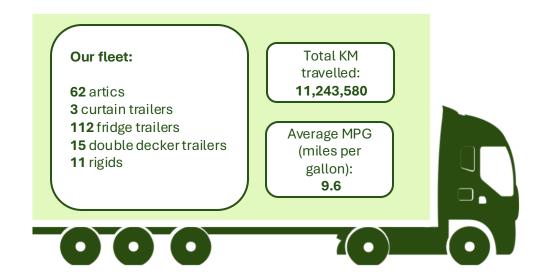
Our transport and logistic vehicle fleet is one of the largest sources of emissions across our business, which is why it is one of the most important areas to decarbonise for us.

In 2024, our fleet made up 54% of our carbon footprint, making fleet decarbonisation a key priority.

While scalable low-carbon solutions are still emerging, hydrogen-powered vehicles show strong potential for a cleaner logistics future.

We're already taking steps to reduce emissions. Our newer trucks feature fuel efficient technologies such as automatic braking, adaptive cruise control, blind-spot monitoring and Eco-Drive systems, which lower fuel use and emissions.

At our Redditch HQ, we've installed our first electric HGV charging point, marking the start of a planned national network.



ECO-DRIVE

We have converted 50 of our refrigerated trailers with ECO-DRIVE. This reduces the fuel required to power and chill the trucks by connecting a hydraulic pump to the truck engine's power takeoff, driving a generator that delivers the electrical power required.



Vision for 2026:

Reduce our emissions by continuing to trial new technologies such as with hydrogen-powered vehicles. Further, we will increase awareness and usage of our e HGV charger – a rare but growing asset in the UK. As this technology evolves, we will be able to work with other companies to create a national network.

Transport: Employee Commuting

We have a variety of initiatives in place to encourage more sustainable transport for our staff on their commute to work and when travelling for business.



All pool cars are electric or hybrid and available for employees to use for business travel



We have free EV charging stations at all sites for both employees and visitors

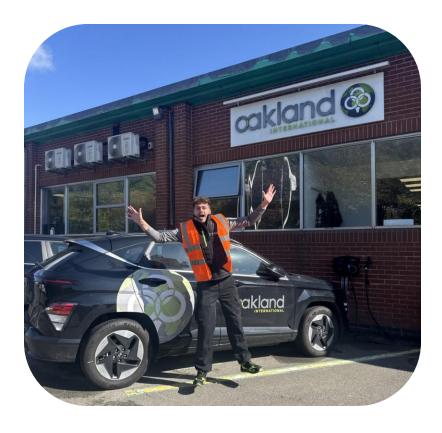


Our EV salary sacrifice schemes helps our employees lease an electric car



We have an electric cycle to work scheme





Vision for 2026:

We are looking to provide Green Travel Plans for our employees. By providing an electric bus service, we will be able to offer cheaper and greener travel to our employees, decreasing our scope 3 emissions and helping our employees save money.



PEOPLE: Our Social Impact

Our Community

As a family business with a mission to make a difference, we at Oakland recognise our responsibility in looking after our communities. We do this through supporting various charities and community initiatives through direct donations, volunteering and organising fundraising campaigns.



£466,840 Donated to charity

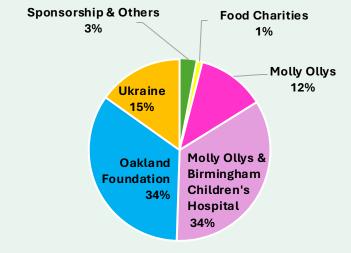
& community



£2,488

Raised through our lottery system, spilt between the Oakland Foundation and Molly Ollys

Our Charity Destinations:



Supporting food security

Food banks continue to see high demands due to the cost-of-living crisis. As a supply chain operation, we manage large quantities of ambient, chilled and frozen products, where so metimes significant volumes of edible food can go to waste. We are helping support food security by donating excess and short-dated stock to food banks, working with Redditch Food Bank, City Harvest, Trussell, Marlene Reed Centre and Worcestershire Homeless Appeal.

14 food surplus charities supported over 30 million meals distributed





3,000 meals per week (average) delivered to Marlene Reid Centre

2.000 + free food boxes given to team members



£1.8 million invested in facility to rescue surplus produce





Supporting Ukraine

Since the beginning of the crisis in Ukraine, we have done what we can to support those in need.

2 days after the invasion, we started food parcel support

We gifted a 5 year lease (£300,000) on a Moldovan warehouse to HOPE4

Provided 330 lorries full of emergency food parcels

Provided 74 lorries full of humanitarian aid

PEOPLE



The Oakland Foundation was founded by Oakland International and receives the majority of its funding from it also. The charity was established in 2012 and officially opened by Her Royal Highness, The Princess Royal.

The Oakland Foundation works to support disadvantaged children under the age of 16 and their families, living in England and Wales. It focuses on:



Education:

Ensuring that children of all backgrounds get the best out of education



Sports:

Ensuring that children of all backgrounds and of all physical abilities have access to sports and activities



Statistics for 2024:

51 Granted

Applications

4,466 Children & young people benefitted from grants

32

Successful applications from repeat beneficiaries

> Over £137,000

given in grants to good causes



The Foundation supports many good causes within our local areas, here's just one example of their local impact:

Case Study: Ipsley C of E Middle School, Redditch

The Foundation has helped support the middle school for over 10 years. In 2024 they helped projects financially, with food do nations, or with their time, they:

- Funded 6 students to attend a trip to France, allowing them to experience new cultures
- Provided breakfast for all children sitting SATS
- Funded a discretionary fund to be used in emergency situations, which has allowed the school to provide uniforms, meals and supermarkets vouchers to families who are struggling
- Initiated 'The Oakland Programme', where 12 students were introduced to the world of business at Oaklands in a 4-week course



Molly Ollys is Oakland's chosen national charity; they support children with terminal or life-threatening illnesses and their families to help emotional wellbeing. They provide specialist equipment to help with day-to-day living, alterative therapy, grant wishes to ensure a child doesn't become isolated, and have developed a therapeutic toy lion, Olly the brave, to help support a child's emotional wellbeing.

How Oakland Helps:



We take part in the Annual Molly Cycle Ride, which raised £31,936 in 2024, enough to fund around 65 wishes for children



Supported the Annual Cycle by transporting the bikes to Brighton in one of our dual branded lorries



Our CEO and Co-founder, Dean Attwell, regularly **promotes Molly Ollys** at networking events, inspiring other businesses to make a meaningful difference



In 2024 a team from our Corby site ran the Alton Towers 10K and raised £1.111 with Gift Aid



Our dual branded lorries helps raise awareness of Molly Ollys and reach more children in need



Here's what Rachel Ollerenshaw, the charity's founder, has to say:

" Since Molly Ollys were founded in 2012 we have worked with numerous companies and organisations. Oakland are a standout organisation with their absolute commitment and desire to genuinely bring about positive change. We have had the privilege of their support since 2019 and we are all eternally grateful for all their contributions that have enabled Molly Ollys to make the dark days brighter for hundred of children with life threatening illnesses and their families"



Learn more about Molly Ollys at http://mollvollv.co.uk/

PEOPLE

PEOPLE: Looking after our team

Our team is the key to our success. We recognise that the people we employ are at the heart of Oakland International and therefore we are committed to ensuring a safe, fair and supportive work environment for them.

A Glance at our Team

At Oakland we operate in an environment of:

I

Fair Pay

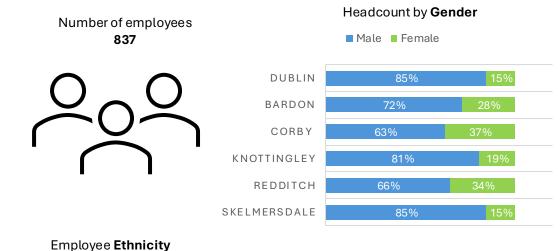
Mutual Respect

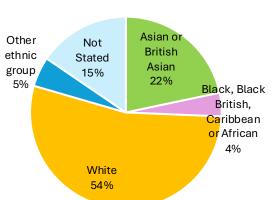
Every Role Matters

We are committed to maintaining an open and unbiased recruitment processes, regularly monitoring a variety of factors such as pay rates, bonus payments and the gender pay gap.

Many of the positions we offer, such as warehouse operatives and truck drivers, tend to attract more men than women, a reason as to why the majority of our workforce are male. Our admin and management teams generally consist of a higher proportion of women.

Amongst our regular staff we also hire temporary agency workers to help with new projects or during seasonal periods when demand is higher.







Health and Safety

Occupational health & safety is a high priority for Oakland, we make sure to conduct business in a way that respects our employees, customers and local communities.

We provide online training regarding site rules, fire safety, policies, MHE use, site security, accident / near miss reporting, manual handling, COSHH, risk assessments and site-specific inductions. In our vegetable processing unit, we have started audiometry testing to ensure the noise of the machinery is not causing our employees any harm.

We record each reported incident, follow it up, and devise actions to prevent this in the future. As of September 2025, we have reported 12 Loss of Time Incidents across all our sites.







Health and Wellbeing

Mental health is just as important as physical health, which is why we offer mental health support.

The Employee Assistance Programme provides our employees with free information, confidential counselling and support.

In 2025, ten Oakland employees received a two-day training course from St. John's Ambulance to become recognised Mental Health First Aiders. They were taught how to recognise the signs and symptoms of common workplace mental health troubles.

Redditch: Tia Lam, Kelly George, Dean Roach, Nicola Harris and Dawn Wheate

Bardon: Daniella Walton, Alex Cullen and Yvette Lissaman

Corby: Jamie Hamilton

Skelmersdale: Lynne Pearson

Workforce Development

To support the career development and training of our team, we have two apprentices in key business areas, IT and finance. It provides hands-on experience within the business, allowing them to learn in a fast-paced and innovative environment.

Here's a word from Patrick, our IT apprentice:

I started at Oaklands 9 years ago as warehouse admin and have had a number of roles across the warehouse. In December 2024, I was given the opportunity to join the busy, growing IT team. Oaklands have since given me the opportunity to grow my career through enrolling me to a Level 3 IT Support Apprenticeship in February. During this time, I have learnt a lot and look forward to my career in IT





Leadership Development

In 2024, we sent out a second cohort of staff on a leadership development programme in the Lake District.

This initiative builds on our partnership with the Brathay Trust, first established in 2021, when our initial group attended a programme designed to nurture the future leaders of Oakland.

The programme blends indoor and outdoor team activities, face-to-face workshops, interactive digital sessions, and both in-person and online group discussions. It is designed to enhance leadership performance, foster trust, promote collaboration, change mindsets and support wellbeing.

Employee Benefits

Our comprehensive employee benefits are an important way in which we show support and appreciation to our employees and their families.

We provide a variety of wellbeing and financial security schemes, discounts and bonuses, such as:

Discounted physical therapy

Electric Vehicle leasing schemes

Cycle2work scheme

Subsidised staff canteen in some sites

Employee Assistance Programme

Wagestream (now known as Stream)





Stream has been a particular success within our team. It is a financial wellbeing platform that provides tools for managing money, tracking earnings, and building healthy financial habits.

One of its key features is allowing users to access a portion of their earned pay before payday — helping them avoid high-interest loans and better manage unexpected expenses.

45% of users save with Stream

42% of users have used flexible pay

81% of users are using track

Our Gender Pay Gap

We have conducted a detailed analysis of the gender pay gap to allow for transparency of pay. The gender pay gap is not an indication of inequality of pay between men and women working the same or comparable work (this is equal pay and Oakland have gender-neutral salaries). The gender pay gap uses mean and median data to show average differences in pay across roles.

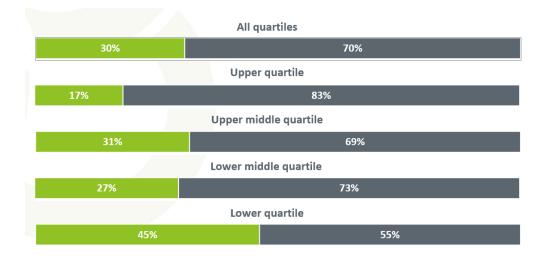
Our gender pay gap mean in 2024 was 14% in favour to men, meaning that on average men are paid 14% more than women across the company. The medium shows difference between midpoints of pay. If there is a higher proportion of men with the highest paying roles and greater proportion of women in lower paid positions, then the median will be high.

Showing pay distribution across quartiles gives a clear picture of pay structures across different paying roles. The lower quartile shows the lowest earners, and the upper quartile shows the highest earners. Pay distribution has moved in favour of women by 5% at upper middle and 3% at upper quartiles, meaning more women are moving into leadership roles.

Supporting women

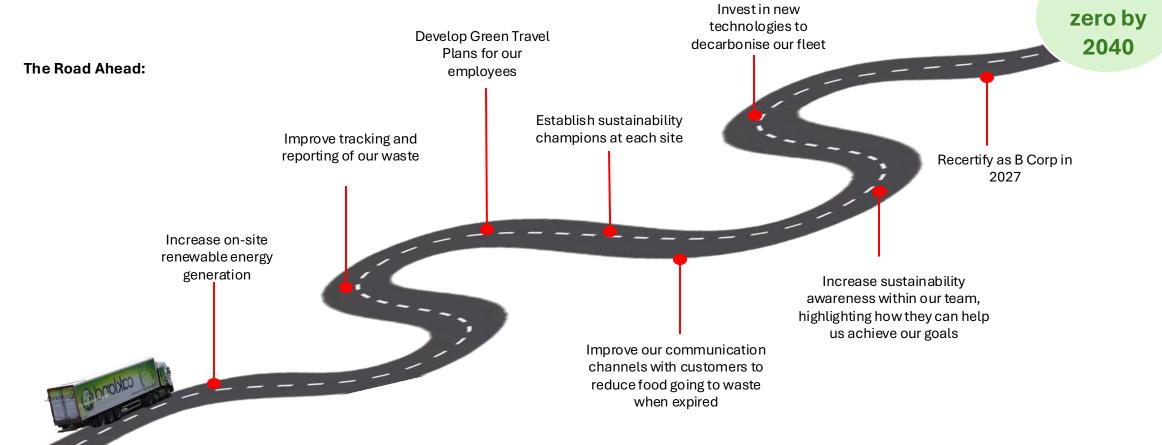
We are working to challenge our industry and disrupt stereotypes in traditionally male dominated roles, such as truck drivers, by promoting opportunities to women. We have launched programmes such as 'Women in Logistics' and 'Warehouse to Wheels'. These schemes work to promote easier pathways for women to progress within warehousing, logistics and driving roles.

Hourly pay	2023		2024	
	Mean	Median	Mean	Median
Pay gap	15%	8%	14%	8%
Bonus gap	12%	-1%	45%	-13%



Summary

We know that the road ahead will not be easy, but we are 100% committed to continuing our progress in giving back to our community, looking after our team, and reaching net zero by 2040.



Net

Thank you For Reading

If you have any feedback, questions or simply want to find out more about our sustainability journey, please reach out to us using the detail below

Contact Us





+44 1527 596222



sales@oakland-international.com



www.Oakland-international.com



Seafield Lane, Beoley, Redditch, United Kingdom



