



**AGM** GROUP

**Gender Pay  
Gap 2025**

## GENDER PAY GAP REPORT 2025

For the companies within the AGM Group the gender pay gap is not simply a question of equal pay for employees, it is about the difference between the hourly wages for men and women across the group taking account of the different roles and their associated salary structures.

AGM Group are a transport and logistics company having a higher proportion of male employees than female employees, with male employees making up 69% of the total and female employees 31%.

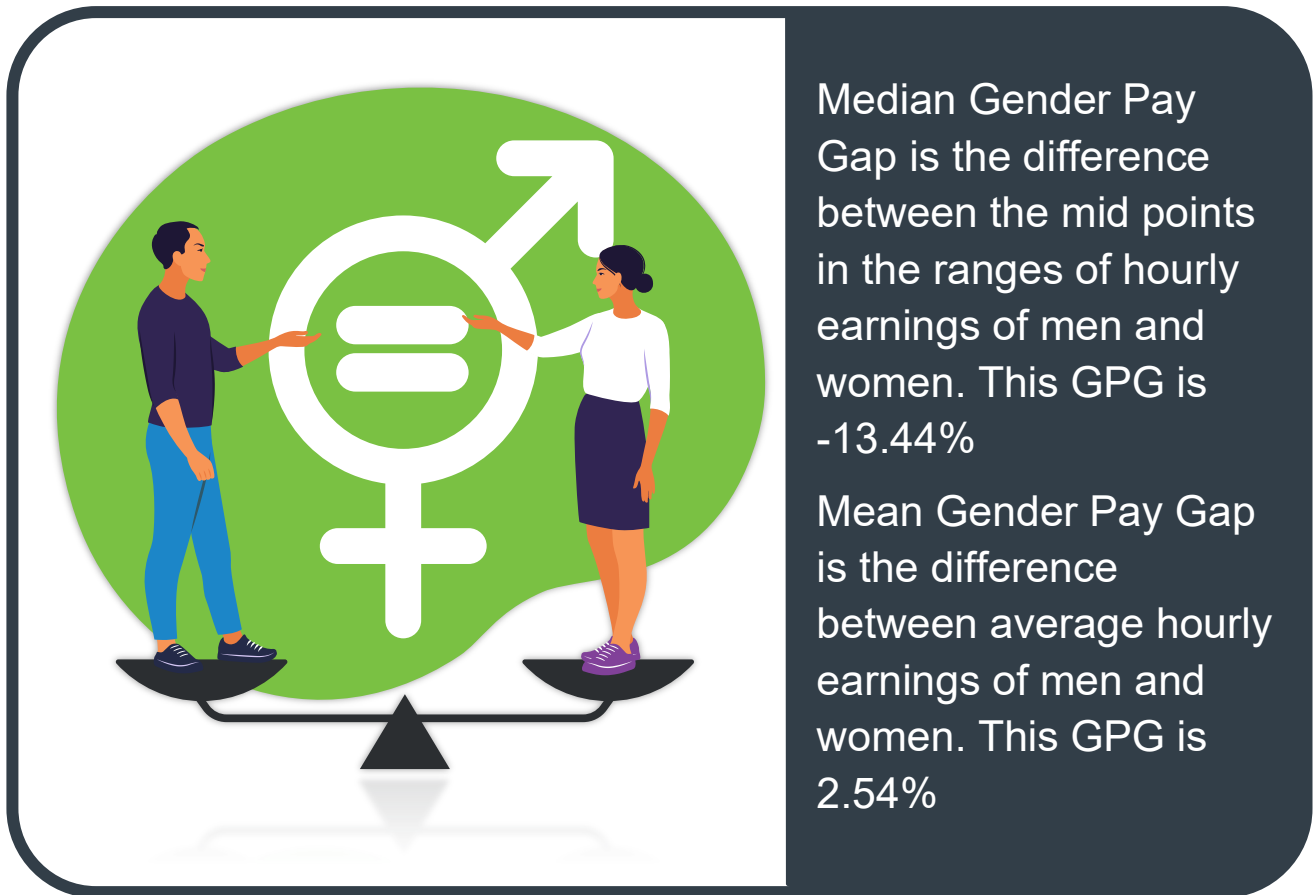
The physical roles of packers, porters drivers and operations managers are predominantly filled by male employees while female employees make up the majority of our office based staff with roles covering finance, move management and customer service teams.



Through its Corporate Social Responsibility policy AGM Group promotes an inclusive workplace encouraging diversity and equality.



Our GPG analysis shows a Median Gender Pay Gap of -13.44% indicating that men are paid less than women in the AGM Group.



The Mean Gender Pay Gap for 2025 is 2.54%, a significant reduction over the previous year's 6.9% and AGM Group is committed to continually looking at initiatives to close the gender pay gap further, creating a fair and inclusive working environment for all employees.

Our management team are actively focusing on delivering performance related pay incentives as part of a comprehensive process to foster long term retention together with a positive working environment.