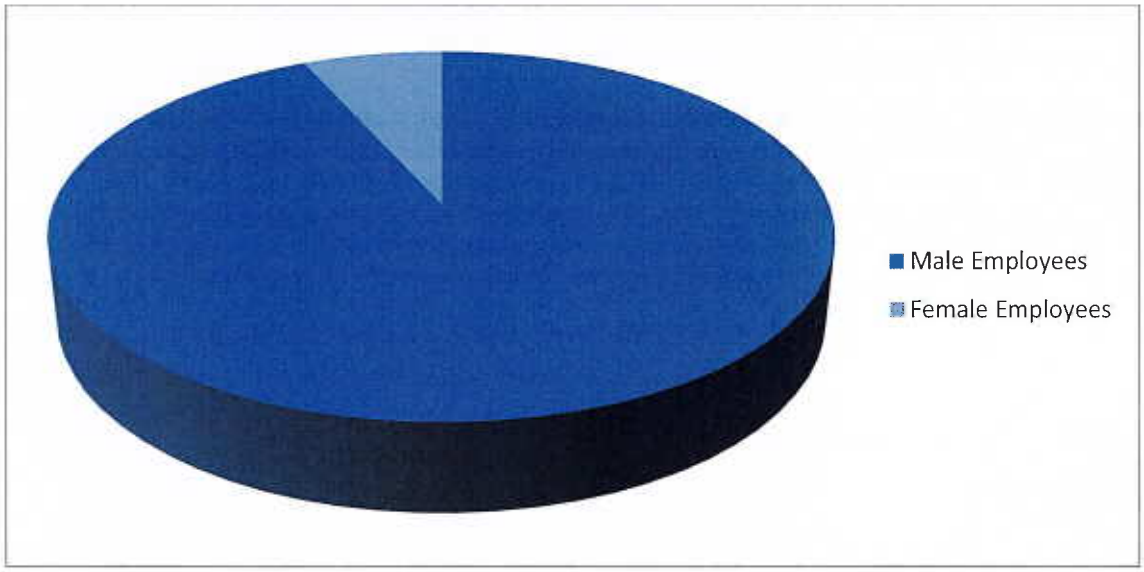
ECM (Vehicle Delivery Service) Ltd - Gender Pay Report 2025

The gender pay gap shows the differences in the average pay between men and women over all positions within a company. The gender pay gap is different to equal pay. Equal pay deals with the pay differences between men and women who carry out the same jobs, similar jobs or work of equal value. ECM is an equal pay employer.

Our Workforce



The chart above shows the total employees split by male employees (93%) and female employees (7%).

ECM's Gender Pay Gap is strongly influenced by the salaries and gender make-up of its HGV drivers. The HGV drivers make-up 71% of the total employees and are 100% male. Relative to other employees the HGV drivers salaries are significantly higher and are incentivised with bonuses.

Pay Gap and Bonus

The differences between male and female employees.

	Mean	Median
Hourly rate of pay	31.6%	36.5%
Bonus pay	91.2%	98.6%

Proportion of Male and Female Employees who receive a Bonus

94.5% of male employees	65.5% of female employees

Proportion of Male and Female Employees in each Quartile Pay Band

Male		Female
98.2%	Upper	1.8%
99.4%	Upper Middle	0.6%
100%	Lower Middle	0.0%
76.0%	Lower	24.0%

I confirm that the figures above have been calculated accurately and in accordance with the specified UK regulations and have been approved by the board of ECM (Vehicle Delivery Service) Ltd

Allen Stuart
Company Secretary

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