

The Whistl Group is reporting on the following business entity for the April 2025 reference period: **Whistl UK Ltd (DSA & SSC)**.

### Pay Gap

Please see below the gender pay gap snapshot for the reporting entity.

Women's hourly rate is

Mean/Average	Median
<b>0.75% Higher</b>	<b>1.82% Lower</b>

### Pay Quartiles

The gender pay metric is influenced by the proportion of men and women in each pay quartile. The table below shows the percentage of men and women in each quarter of our pay profile for our reporting entity.

2025	Men	Women
Lower quartile	<b>65.69%</b>	<b>34.31%</b>
Lower middle quartile	<b>76.28%</b>	<b>23.72%</b>
Upper middle quartile	<b>75.18%</b>	<b>24.82%</b>
Upper quartile	<b>69.96%</b>	<b>30.04%</b>

### Pay gap notes

For this year, the average pay gap indicates women are paid 0.75% higher than men, v. 3.6% the prior year and the median pay gap has lowered with women paid 1.82% v. 5.6% last year.

This year's pay gap data is heavily influenced by the timing of the annual pay review uplifts for our frontline population. The annual pay uplifts are normally uplifted in the April payroll, however, for this year, due to extended union negotiations, the pay uplifts were implemented in May. For the pay period that includes the statutory snapshot date of 5 April, pay for our frontline staff—80% male—remained unchanged, while the non-frontline group, which is more evenly split (57% male, 43% female), received a pay increase in that payroll.

Both the mean and the average gap this year are lower than the general UK gender pay gap of 7.0%, most recently reported by the ONS (April 2024).

### Bonus Gap

Please see below the gender pay gap snapshot for each of our reporting entities:

Women's bonus gap is

Mean/Average	Median
<b>35.51% Higher</b>	<b>30.54% Higher</b>

Proportion of relevant males and females receiving a bonus

Proportion of Men	Proportion of Women
<b>96.91%</b>	<b>93.77%</b>

**Bonus gap notes**

The bonus gap in this year’s data outcomes is heavily influenced by (1) bonuses being paid to eligible males and females in the frontline population, with the majority of the award being a fixed amount (2) for the first time in several years, annual discretionary profit share bonus awards were paid to the non-frontline population, with a good proportion being a fixed amount as opposed to being salary based. This is clearly very different to the proportion data for 2024 report where 57% of Men and 46% of Females received bonus/commission awards.

**Ongoing actions to support the principles of Gender Pay Equality**

**Reward principles**

Whistl is committed to ensuring pay is fair, equitable and competitive regardless of gender. Our policies, including our compensation framework, operational pay structures (which ensure the same rate of pay for a role regardless of gender or age), and salary benchmarking pay guidance approach, effectively promote equal pay and support gender pay aims.

**Employee Engagement**

For our last published data, the Whistl Group of companies had an overall engagement score of **70%**, based on a high employee response rate of 81%.

**Equality Diversity & Inclusion**

We have several on-going initiatives that support equality in the workplace. We continue to be committed to taking ownership for promoting Equality, Diversity, & Inclusion across all business areas and acting as role models for the business. Whistl are members of and actively support the following external EDI programmes: **Disability Confident Scheme L1**, **The Valuable 500** initiative, and the **Race at Work Charter**. Our **Women of Whistl** working group, led an Inspirational Women recognition initiative, as well as progressing with 4 sub-groups on Menopause, Maternity/adoption, Leadership and Imposter Syndrome. Their aim for 2026 is to launch a mentoring programme for women. Our Disability Sponsors have committed to progressing Disability Confident scheme to Level 2 in 2026 and have formed a working group on that basis. From a Race perspective, in 2025 we have raised awareness of and celebrated the following: Ramadan, EID, South Asian Heritage Month; Wear it Red day to name a few.

**ESG Strategy & Gold Standard Award**

As logistics leaders, we have a responsibility to deliver for our customers while supporting our **employees, communities, and the environment**. Our ESG strategy provides a clear framework that turns intent into action. The action plan puts our people at the centre of sustainable growth, structured around our three strategic pillars: valuing colleagues, fulfilling opportunities, and preserving our natural environment. It ensures that sustainability is part of our work, not just what we say. We drive meaningful change across our business and beyond – with clear targets, measurable outcomes and strong leadership.

Whistl was awarded **GOLD** status from EcoVadis in 2024 and with this: we had our near-term and net-zero emissions targets formally validated by the Science based targets initiative (SBTi), we launched our Fuel Carbon Calculator and alternative fuel option, we made investment in energy-efficient Heavy Goods Vehicle (HGV) trucks, our renewable electricity rose to 98% in 2024, up from 91% the previous year, we reduced road mileage by optimising our routes and load, we had 79% of company cars were electric or ultra-low emission, and we continue working with our carrier partners on transparent carbon data and setting their own SBTi targets. These achievements have led to a **13.01% carbon reduction** against our 2022 baseline, putting Whistl on track against where it needs to be to meet its net zero target. Furthermore, by establishing a partnership with Zest Recycle, we have made strong progress against our waste management targets by rolling out Zest Recycle across every depot across Whistl.

#### **Declaration**

We confirm that Whistl UK Limited's gender pay gap calculations are accurate and meet the requirements of the mandatory Regulations under The Equality Act 2010 (Gender Pay Gap Information) Regulations 2017.

A handwritten signature in black ink, appearing to read "L. Dillon", is positioned above the name and title.

Lynn Dillon  
**HR Director**