

The Whistl Group is reporting for the following business entity for the April 2024 reference period: **Whistl UK Ltd (DSA & SSC)**. We have not reported on Whistl Fulfilment (Rushden) Ltd., Whistl Fulfilment (Gateshead) Ltd., nor Whistl Fulfilment (South West) Ltd. this year as these entities had less than 250 employees on the snapshot date.

Pay Gap

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

Women's hourly rate is

| Mean/Average | Median/Middle |
|--------------|---------------|
| 3.6% | 5.6% |
| Lower | Lower |

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.

| 2024 | Female | Male |
|-----------------------|------------|------------|
| TOP QUARTILE | 27% | 73% |
| UPPER MIDDLE QUARTILE | 27% | 73% |
| LOWER MIDDLE QUARTILE | 30% | 70% |
| LOWER QUARTILE | 33% | 67% |
| OVERALL | 29% | 71% |

Pay gap notes.

The average pay gap is slightly above the 2023 mean gap of 2.8% while the median gap is considerably lower than last year's median gap of 17.1%. Both the mean and the average gap this year are lower than the general UK gender pay gap of 7.0% as reported by the ONS.

Bonus Gap

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

Women's bonus gap is

| Mean/Average | Median/Middle |
|--------------|---------------|
| 9.5% | 1.3% |
| Lower | Lower |

Proportion of relevant males and females receiving a bonus

| FEMALES | MALES |
|------------|------------|
| 57% | 46% |

Bonus gap notes

The bonus gap is 9.5% Lower for women as opposed to 15.3% Higher last year. This may be due to limited annual bonuses paid to the non-frontline population in the relevant period where an average men's bonus award was double that of women's, primarily driven by sales commission and finance bonus 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

The Whistl Group of companies had an overall engagement score of **70%**, based on a high employee response rate of 81% (2024 published results).

Equality Diversity & Inclusion

Whistl have several on-going initiatives that support equality in the workplace. First, we have an embedded **Equality, Diversity, and Inclusion** (EDI) Charter that is supported by EDI Allies across all our sites and EDI sponsors from the senior leadership team. We are committed to *taking ownership for promoting Equality, Diversity, & Inclusion across all business areas and acting as role models for the business*. Whistl have signed-up to and actively support following external EDI programmes: **Disability Confident Scheme**, **The Valuable 500** initiative, and the **Race at Work Charter**. This year also saw the launch of the **Women of Whistl** working group, which places particular focus on addressing initiatives such as facilitating Menopause awareness and education in conjunction with our employee Wellbeing team.

ESG Strategy & Gold Standard Award

ESG stands for **Environment, Social, and Governance**. It's about how we make a positive impact on the environment and societies we operate in, and how we, as a business, make ethical and transparent decisions. In 2024, Whistl was awarded **GOLD** status from EcoVadis. This result places Whistl among the top 5% percent of companies assessed by EcoVadis in the past 12 months in the following four areas: environment, labour and human rights, ethics, and sustainable procurement.

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.



Lynn Dillon
HR Director