

2019 Gender Pay Gap Report

MEAN

Women's pay is 0.6% LOWER than men's

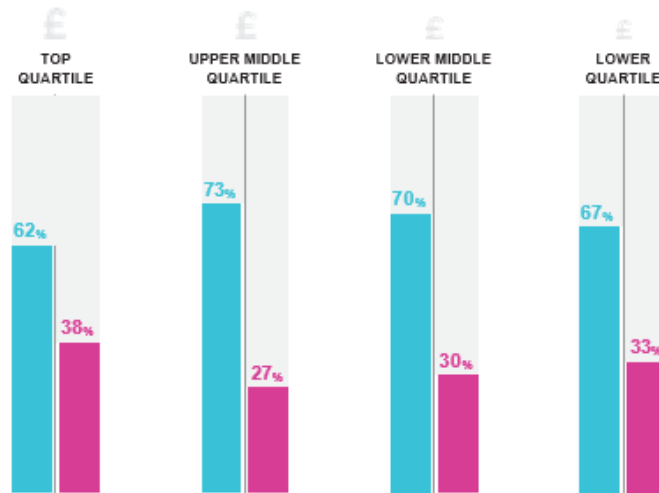
MEDIAN

Women's pay is 1.2% HIGHER than men's



PERCENTAGE OF MEN AND WOMEN IN EACH QUARTER OF OUR PAY PROFILE

■ MEN ■ WOMEN



Gender pay gap reporting

From April 2018, companies with 250 or more employees, including our main trading company, Whistl UK Limited, are required to publish certain statistics relating to gender pay.

Based on the Government's hourly rate methodology, Whistl UK Limited's pay rates were 0.6% lower for women vs men, and 1.2% higher for women according to the mean and median methodologies respectively.

The Group is committed to ensuring pay is fair, equitable and competitive regardless of gender. Our policies, including our compensation framework, union negotiated operational pay structure and salary benchmarking pay band approach, effectively promote equal pay and support gender pay aims.

Pay quartiles

The gender pay metric is influenced by the proportion of men and women in each pay quartile.

The top pay quartile contains a greater proportion of women compared to the other pay quartiles which increases women's average hourly rate according to both the mean and median methodologies.

MEAN

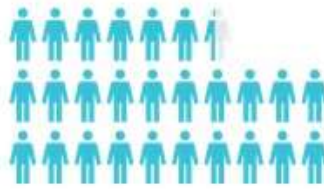
Women's bonus is 27.1% LOWER than men's



■ MEN ■ WOMEN

MEDIAN

Women's bonus is 15.6% LOWER than men's



26.4% OF MEN RECEIVED A BONUS

PROPORTION OF MEN AND WOMEN RECEIVING BONUS



39.2% OF WOMEN RECEIVED A BONUS

Bonus pay

Bonuses are linked to individual performance and/or company targets, which supports a pay-for-performance culture. The bonus pay metric is also significantly influenced by the proportion of men and women in each of the pay quartiles. Hourly staff did not receive a bonus in this period as bonus targets and KPI's were not met. This means 65% of those eligible for a bonus did not receive one. As 73% of the hourly paid population are men, a lower proportion of men overall received a bonus compared to last year.

Ongoing actions to support the principles of gender pay equality

Reward principles

One of our key reward principles is to ensure pay is fair, equitable and competitive regardless of gender. Bonuses are linked to individual performance and/or company targets, supporting a pay-for-performance culture.

Succession planning and talent management

We have designed, and are delivering, a career development programme called LEAP which is specifically designed to equip colleagues with the knowledge and skills to be successful as a leader and manager either in their current role or in preparation for the next step in their career. The programme combines formal workshops, self-led learning, application and reflection activities focused around the behaviours set out in the competency framework. Since inception in 2015, 68 employees have graduated from one of our LEAP courses, 57% Females and 43% Male.

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.

Lynn Dillon

HR Director