

Gender Pay Gap Reporting

From April 2018, companies with 250 or more employees are required to publish certain statistics relating to Gender Pay. For the first time, our trading company, **Whistl Fulfilment (Gateshead) Ltd** met this criteria and the report below covers data for the **@APRIL 2020** reference periods.

Pay Gap

Based on the Government's hourly rate methodology, Whistl Fulfilment (Gateshead) Ltd. women's pay rate was 9.33% lower vs men and 0.32% lower than men, according to the mean and median methodologies respectively.

Mean	Median
Women's pay is 9.33% LOWER than men's	Women's pay is 0.32% LOWER than men's

The Whistl Group, including Whistl Fulfilment (Gateshead) Ltd, is committed to ensuring pay is fair, equitable and competitive regardless of gender. Our policies, including the Fulfilment operational pay framework and pay benchmarking guidance approach aim to 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. As the table below indicates, there are a higher proportion of men in the top quartile. The table below shows the percentage of men and women in each quarter of our pay profile.

Top quartile	60.3% MEN	39.7% WOMEN
Upper middle quartile	45.8% MEN	54.2% WOMEN
Lower middle quartile	42.4% MEN	57.6% WOMEN
Lower quartile	50.8% MEN	49.2% WOMEN

Bonus Gap

The majority of staff are not eligible for a formal bonus scheme. However, in the relevant bonus period, based on Whistl Fulfilment Gateshead Ltd.'s performance a one-off, discretionary flat-rate bonus award was paid to all staff on profit share basis. Based on this, the mean disparity favours women (13.5%) and there is no disparity in the median (0.0%).

Mean	Median
Women's bonus is 13.5% HIGHER than men's	Women's bonus is 0.00% LOWER than men's

Proportion of men and women receiving bonus	
55.0% OF MEN received a bonus	48.3% OF WOMEN received a bonus

Ongoing actions to support the principles of Gender Pay Equality

Reward principles

One of our key reward principles is to ensure pay and bonuses are fair, equitable and competitive regardless of gender. Eligibility or not for a bonus or commission scheme is based on role not gender.

Employee Engagement

We conduct an annual engagement survey and for FY2020 published in Q12021, the Whistl Group of companies had an overall engagement score of **76%**, based on a high employee response rate of 82%.

As part of the engagement feedback process, the question "*Whistl actively encourages equality, diversity and inclusion across the company*" was identified as a first-priority area for focus. This year we launched an employee-led EDI charter and set up a regular forum for volunteer EDI champions across the business to meet, share ideas and put in place strategies to deliver our commitment within the charter. We are also supporting a number of external initiatives e.g. Valuable 500 and the Disability Confident employer scheme and we are working towards the pledges and principles relating to these initiatives. In addition, EDI training continues to be mandatory for all people managers.

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 "Lynn Dillon".

Lynn Dillon
HR Director