

From April 2018, companies with 250 or more employees are required to publish defined statistics Gender Pay information. The Whistl Group is reporting for the following four business entities for the April 2022 reference period: **Whistl UK Ltd (DSA & SSC)**, **Whistl Fulfilment (Gateshead) Ltd.**, **Whistl Fulfilment (Rushden) Ltd.**, and **Whistl Fulfilment (South West) Ltd.**

Pay Gap

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

Women's hourly rate is

Reporting Company	Mean		Median	
Whistl UK Ltd	0.3%	Lower	4.9%	Lower
Whistl Fulfilment (Gateshead) Ltd	11.7%	Lower	8.4%	Lower
Whistl Fulfilment (Rushden) Ltd	19.2%	Lower	18.7%	Lower
Whistl Fulfilment (South West) Ltd	3.1%	Higher	1.4%	Higher

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 by reporting company.

Reporting Company	Upper Quartile		Upper Middle Quartile		Lower Middle Quartile		Lower Quartile	
	F	M	F	M	F	M	F	M
Whistl UK Ltd	29%	71%	27%	73%	30%	70%	31%	69%
Whistl Fulfilment (Gateshead) Ltd	26%	74%	48%	52%	62%	38%	41%	59%
Whistl Fulfilment (Rushden) Ltd	27%	73%	30%	70%	73%	27%	72%	28%
Whistl Fulfilment (South West) Ltd	47%	53%	42%	58%	34%	66%	46%	54%

Pay gap notes.

- **Whistl UK Ltd** – the average pay gap has improved v 2021 and the median is slightly higher v last year, with both remaining under c5%.
- **Whistl Fulfilment (Gateshead) Ltd** – both the average and median gaps have increased for this reporting period. The gap is influenced by a relatively flat organisation structure with more senior roles being held by males with long length of service.
- **Whistl Fulfilment (Rushden) Ltd** – both the average and median gaps have increased for this reporting period. The gaps are due to a high proportion of women in frontline operational roles as seen in the lower middle and lower pay quartiles and 72% of our part-time employees in Rushden are female. We also have a small proportion of males in managerial roles who are employed by the entity but who's remit extends to other fulfilment sites, locations, or regions.
- **Whistl Fulfilment (South West) Ltd** – the pay gap is reversed in this reporting period with the female average and median hourly rate slightly higher than the male rates, but with the gender variance under c5%.

Bonus Gap

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

Women's bonus pay is

Reporting Company	Mean		Median	
Whistl UK Ltd	11.1%	Higher	0.0%	Lower
Whistl Fulfilment (Gateshead) Ltd	74.8%	Higher	0.0%	Lower
Whistl Fulfilment (Rushden) Ltd	61.5%	Lower	0.0%	Lower
Whistl Fulfilment (South West) Ltd	14.3%	Lower	13.0%	Lower

Proportion of Relevant Females and Males Receiving a Bonus

Reporting Company	Females	Males
Whistl UK Ltd	86%	84%
Whistl Fulfilment (Gateshead) Ltd	27%	53%
Whistl Fulfilment (Rushden) Ltd	52%	49%
Whistl Fulfilment (South West) Ltd	79%	71%

Bonus gap notes.

- **Whistl UK Ltd** – the bonus gap and proportion figures are consistent with the prior reporting period.
- **Whistl Fulfilment (Gateshead) Ltd** – the average figure is significantly influenced by sales commission earned, therefore for this reporting period we believe median is a more accurate reflection of the situation. With regard to the lower percentage of females receiving bonus, this is largely due to no bonus scheme being in place for our contact centre for the year and in the relevant bonus population the contact centre population is in the majority female; a bonus scheme was put in place for this population for Q42022 and this will flow through in next year's reporting data.
- **Whistl Fulfilment (Rushden) Ltd** – the average figure is higher than last year's reporting figure and this change is influenced by the senior managers referenced in the pay gap notes receiving a group profit share bonus for FY2021 paid in March 2022.
- **Whistl Fulfilment (South West) Ltd** – the average bonus gap figure is lower than the prior year's report but the median has increased for this reporting period. The gap figures are influenced by males receiving commission for achieving sales targets, if sales commission is excluded, women's average bonus gap would be 1.0% lower.

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. In addition, bonus eligibility is based on role, not gender, and for FY2023 all employees will be eligible for a bonus scheme based on their role.

Employee Engagement

The Whistl Group of companies had an overall engagement score of 67%, based on a high employee response rate of 73%.

Equality Diversity & Inclusion

In addition, we have several on-going initiatives that support equality in the workplace. Earlier this year we announced our Equality, Diversity & Inclusion (EDI) Charter as our commitment to take ownership for our business areas in promoting Equality, Diversity, and Inclusion (EDI). We also introduced our Executive Board EDI sponsors, and we have employee volunteers from across the Group who helped set up an EDI forum. We are also committed to The Valuable 500 and Disability Confident schemes.

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