

2018 Gender Pay Gap Report

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

March 2018 Total Pay Gap

Based on the Government's hourly rate methodology, Whistl UK Ltd's pay rates were 0.26% and 5.15% higher for women vs men according to the mean and median methodologies respectively. Whistl 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.

 Mean	+0.26% (male < female)
 Median	+5.15% (male < female)

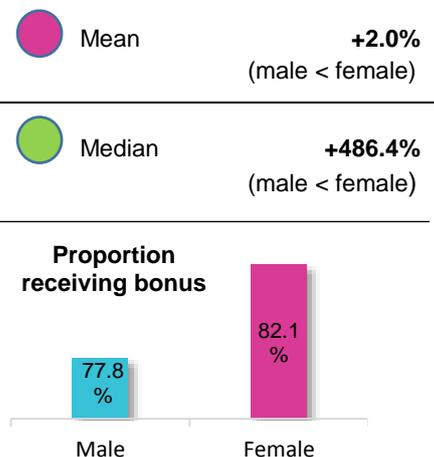
March 2018 Pay Quartiles

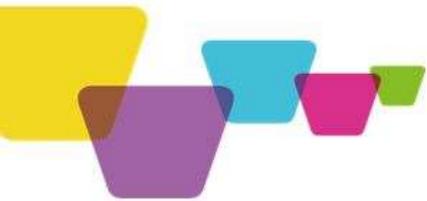
The gender pay metric is influenced by the proportion of men and women in each pay quartile. The top pay quartile contains a greater proportion of women compared to the other pay quartiles which increases women's average hourly rate according to both the mean and median methodologies. This table shows the percentage of men and women in each quarter of our pay profile.

Quartile	Male %	Female %
Top quartile	63.5%	36.5%
Upper middle quartile	75.1%	24.9%
Lower middle quartile	73.0%	27.0%
Lower quartile	72.4%	27.6%

March 2018 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, in particular according to the median methodology which shows that average bonuses to women were 486% higher than to men. This is driven by the greater proportion of men than women in lower pay quartiles. 77.8% of men and 82.1% of women received a bonus in the relevant period shown in this chart.





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.

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