

## Gender Pay Gap Reporting

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. This report covers data for 2019 reference periods.

### Pay Gap

Based on the Government's hourly rate methodology, Whistl UK Ltd.'s women's pay rate was 0.54% lower vs men and higher than men by 2.49%, according to the mean and median methodologies respectively.

Mean	Median
Women's pay is <b>0.54%</b> LOWER than men's	Women's pay is <b>2.49%</b> HIGHER than men's

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 guidance 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 hourly rate according to the median methodology. The table below shows the percentage of men and women in each quarter of our pay profile.

Top quartile	63.2% MEN	36.8% WOMEN
Upper middle quartile	73.3% MEN	26.7% WOMEN
Lower middle quartile	72.9% MEN	27.1% WOMEN
Lower quartile	65.7% MEN	34.3% WOMEN

### Bonus Gap

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. The median disparity in favour of women (153.4%) is due to a one off, discretionary peak bonus paid to hourly paid drivers in January 2019, who are proportionately male. When excluding the hourly paid population, the difference in women's median bonus was 13.2% lower than men's.

Mean	Median
Women's bonus is <b>33.3%</b> HIGHER than men's	Women's bonus is <b>153.4%</b> HIGHER than men's

Proportion of men and women receiving bonus	
<b>52.8% OF MEN</b> received a bonus	<b>45.3% OF WOMEN</b> 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. **These policies are based on role-based, not the individual nor their gender.**

### Succession planning and talent management

LEAP - which is our career development and leadership programme - continues to be the cornerstone of our career progression and talent management programme within Whistl. In 2019, 12 candidates (75% female and 25% male) completed the LEAP programme. Of the 89 employees, who have graduated from LEAP since the programme was launched in 2015, 47% have received a promotion or additional responsibilities since graduating (57% of female graduates and 43% of male graduates).

### Employee Engagement

We conduct an annual engagement survey and for last year (2019), we had an overall engagement score of **71%**, based on a high employee response rate of 87%. In addition, the "I believe Whistl is committed to equal opportunities for all its employees" was identified as among the strongest drivers of engagement and was one of the questions rated most positively by Whistl colleagues. We take equal opportunities seriously and promote a culture of continuous improvement. Employees can also feedback via our site-based employee forums.

### 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