

Gender pay gap report 2021



Sally Austin, CPO Wincanton plc

As a progressive company operating in a traditionally male oriented sector, Wincanton continues to engage in initiatives that promote a career in supply chain to those in under-represented groups, and our focus on this area will enable us to build toward having a more diverse organisation in future years.

A key pillar of our people strategy is enabling a Wincanton culture that supports inclusion, wellbeing, performance and growth. We're striving to provide even more great opportunities for women in all areas of our operations to begin to change the historic imbalance found across the male dominated supply chain industry in which we work. Making strides in our approach to diversity and inclusion is a vital part of this and in the past year we've appointed a dedicated Diversity & Inclusion Manager, and have already set up a Diversity & Inclusion Steering Committee with four executive sponsors for diversity, including gender to drive opportunities for women across the business.

Though our gender pay gap has remained broadly similar to past years we firmly believe we're on the right track toward greater gender pay parity in the future.

We believe this move needs to begin in our front-line operations, and a key aspect of this are our apprentice and graduate programmes. Females make-up 30% of the hundreds of colleagues we have working and training through apprenticeships, a higher proportion than in our overall population. Our graduate recruitment programmes have also seen success with females making up 54% of graduate recruits over the past two years. These roles are the building blocks of the Wincanton's future and being able to engage with more females than ever before at the start of their working life is vital to our progress.

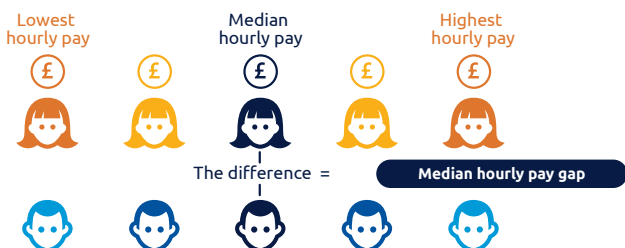
Our drivers up and down the country have a vital role to play in the UK supply chain. Our drivers are a predominately male group, but we want to open up the opportunities to drive for us.

Continued

Measuring the pay gap

For clarity the gender pay gap is a measure used to describe the difference in the average pay of female and male colleagues. The measure does not take into account the specific roles they hold, this measure is different to 'Equal Pay' which refers to comparing individuals who do the same or similar work. The gender pay gap is calculated using the two separate methods; median and mean.

How We Calculate The Median Difference



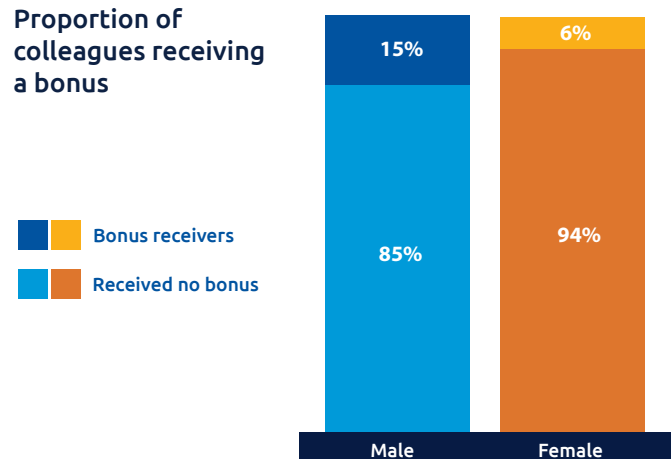
How we calculate the mean difference



Gender pay and bonus gap

Hourly pay gap	Median	10%
	Mean	10%
Bonus pay gap	Median	-8%
	Mean	-21%

Proportion of colleagues receiving a bonus



Gender pay gap report 2021 continued

So, in the past year we've surveyed our female drivers to ask what they think about their roles, some of the challenges they've faced and their thoughts on how we could attract more females into driver roles. This has been a great success and we can now take some of those learnings to improve our proposition to female drivers, whilst maintaining our female drivers networking group to ensure the steps we're taking are the right ones.

We're committed to continually seeking out and implementing initiatives to promote careers in supply chain for under represented groups across the UK and Ireland. We continue to host the Wincanton Everywoman networking group which meets monthly to share learning and experiences, and in 2020 there were two Wincanton winners at the Amazon Everywoman in Transport & Logistics Awards with Tracey Clifford, Account Director of Digital and eFulfilment winning in the Supply Chain Award – 'Leader' category and Hollie Ridley, Transport Team Leader winning in The Freight Award – 'Above and Beyond' category. Our two winners and other finalists show the impact of giving women the opportunities to lead, work and develop in the supply chain sector.

At Wincanton our Roper Rhodes Transport Team is further proof that gender means nothing when it comes to the supply chain. Nikki Foley, Jo Markham, Nicola Jay and Kate Emmery pictured above, make up this department, managing all deliveries across the whole of the country every day on behalf of the bathroom retailer.

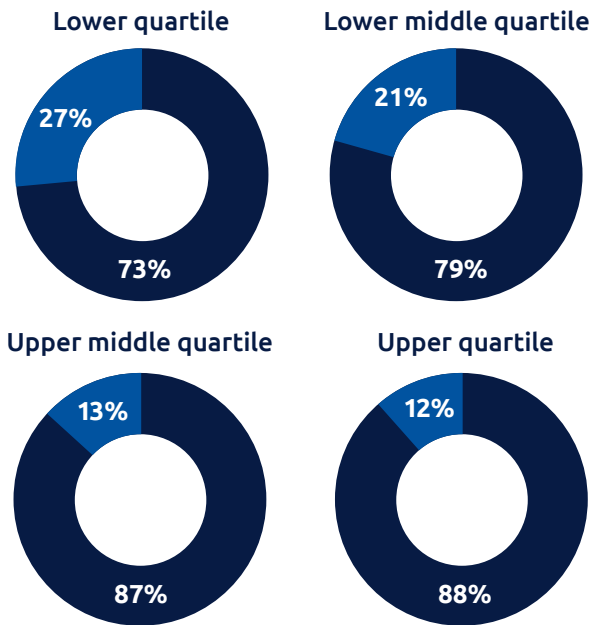
As a company we also know that diversity matters at the highest levels of the organisation and helps create the culture of the organisation. To that end we're proud that our Executive Committee is 38% female and there is 43% female representation amongst our Non-executive Director Board members, exceeding the Hampton-Alexander Review target of 33% representation of women on FTSE 350 Boards and in Executive Committees. When considering appointments to senior positions with the company, diversity in the fullest sense is always considered.

At Wincanton we recognise and embrace the benefits that a diverse workforce brings to our business. We seek to improve gender split ratios across all roles, specialisms and levels of the organisation, and we're committed to equal pay principles and inclusive, people-friendly policies.

Sally Austin, CPO Wincanton plc

I can confirm that the data contained in this report is accurate and published in accordance with the gender pay gap reporting guidance and regulations.

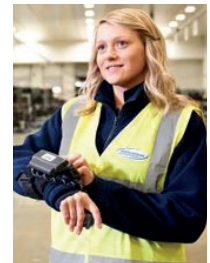
Pay quartiles



Taking action

30% of our apprenticeship colleagues are female

54% of our graduate colleagues are female



38% of the Executive Committee are female

43% of the Non-Executive Director Board members are female

Statutory disclosure

Gender pay gap		Median	Mean
		10%	10%
Proportion of employees receiving a bonus		Male	Female
		15%	6%
Gender bonus gap		Median	Mean
		-8%	-21%
Proportion of employees in each pay quartile	Pay quartile	Male	Female
	Lower	73%	27%
	Lower middle	79%	21%
	Upper middle	87%	13%
	Upper	88%	12%
Number of relevant employees		Male	Female
		14,591	3,317