

Gender pay gap report 2022



Sally Austin, CPO Wincanton plc

Our teams play a significant and often invisible role in the lives of people across the United Kingdom, and as a Company we want our colleagues to reflect the diverse society that they serve. Although supply chain is a traditionally male dominated sector, Wincanton continues to strive for greater equality by engaging in areas 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.

We're working 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. We are looking beyond recruitment practices and considering how factors as diverse as work patterns and practices, to uniforms, can play a part in encouraging and enabling more people to enjoy careers that fit their lifestyle and personal circumstances.

We drive the gender agenda through our Diversity & Inclusion Steering Committee and D&I champion community, and the work of our dedicated Diversity & Inclusion Manager. This is not just a change in policy and practice at Wincanton, it is a cultural shift that has buy-in throughout the business.

We're happy to see that our gender pay gap has reduced over the past year, but more importantly believe we are on the right track to truly shifting the culture of diversity and inclusion

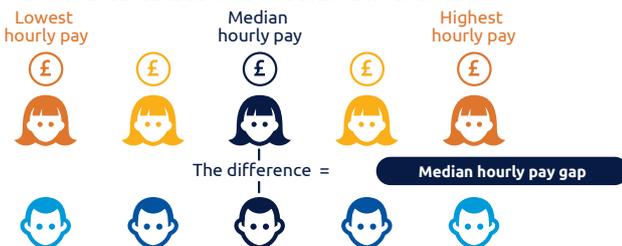
across the business, making Wincanton a better place to work for all.

It has been important to shine a spotlight on gender in order to change our culture and to support our aspiration to be a leader in the Diversity and Inclusion arena. To this end we recently held two events at our Innovation Centre in recognition of International Women's Day. These were opened by our Transport Director, Andy Devere, who is the Executive Sponsor for gender within Wincanton. Guest speakers included the joint founder of our partner organisation, Women in logistics, and a gender expert who spoke about the importance of "building confidence" and "being your own best friend". Other attendees included Colleagues who have positively impacted the gender aspects of the Diversity & Inclusion agenda and members of the Chartered Institute of Logistics and Transport.

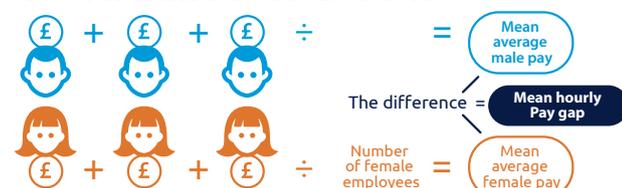
Measuring the pay gap

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



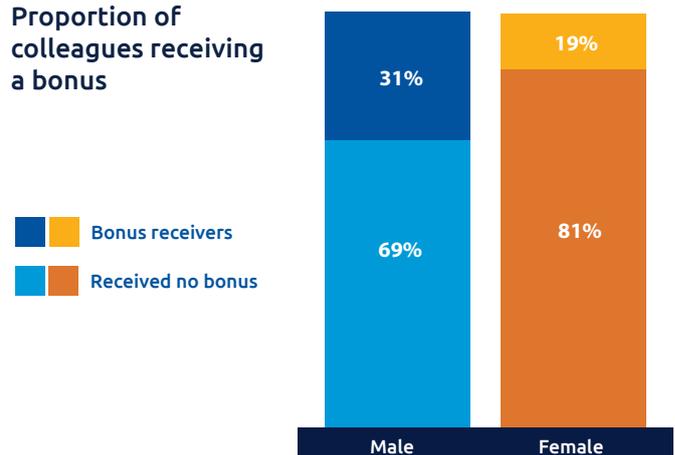
How we calculate the mean difference



Gender pay and bonus gap

Hourly pay gap	Median	9%
	Mean	6%
Bonus pay gap	Median	32%
	Mean	51%

Proportion of colleagues receiving a bonus



Gender pay gap report 2022 continued

Making Diversity & Inclusion, including gender, part of our everyday conversations is important to Wincanton. Over the past 12 months we have sought to do this via a number of means including focus groups, video calls and panel discussions, including male participants, that highlight the experiences of women within Wincanton and raise awareness of gender-related topics, such as International Women’s Day and World Menopause Day and other challenges faced by our female colleagues.

In 2021, Wincanton fielded multiple nominees at the Amazon Everywoman in Transport & Logistics Awards winning in two categories. Laura Morrison for the ‘Above & Beyond’ Warehousing Award and Kathy Cooke for the ‘Above & Beyond’ Supply Chain Award. Four other Wincanton nominees, Tracey Rostron, Nikki Foley, Rachel Gilbey and Emma Bowden were all runners up in their categories. Our two winners and other finalists show the impact of giving women the opportunities to lead, work and develop in the supply chain sector. We are delighted that we have ten nominees for the 2022 Amazon Everywoman in Transport & Logistics awards too continuing to showcase great female talent within our industry sector.

Our apprentice and graduate programmes are important tools for us to improve the diversity and inclusion of our workforce, particularly in our front-line operations. Through these programmes we continue to see a greater female contingent than in the general population, with females making up 31% of the hundreds of colleagues we have working and training through apprenticeships, and our graduate recruitment programmes seeing females making up 57% of graduate recruits. Engaging with a more diverse population than ever before and doing so at the start of their working life, is the way we will improve equality of opportunity throughout the business.

Our drivers play a vital role in the UK supply chain up and down the country. Although our driver population is predominately male, we want to open up more opportunities for female drivers to work for us. To understand this more we’ve consulted directly with our female drivers about some of the challenges they’ve faced and their thoughts on how we could better attract more females into driver roles. As a result, we’ve produced videos promoting transport and driving opportunities to a wider population (including females) and adapted our approach to driver recruitment. As a result we are pleased that, through actively encouraging more females to enter the driving profession, we’re starting to see the first green shoots of success with our recruitment campaign seeing 6% of new driver entrants being female, against a backdrop of less than 2% of our overall driver population.

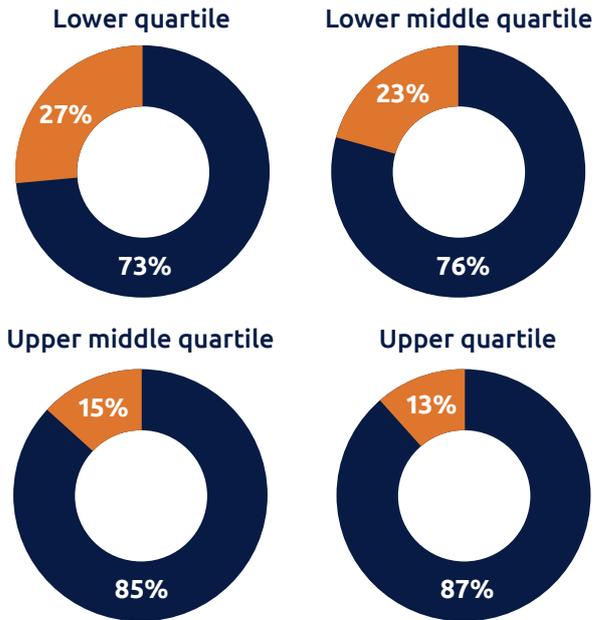
As a company we also know that diversity matters at the highest levels of the organisation and helps create the culture of the organisation. To that end we’re proud that there is 38% female representation on our Board, and that our Executive Committee (excluding Board Directors) is 33% female. When making 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.

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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

31% of our apprenticeship colleagues are female

57% of our graduate colleagues are female



33% of the Executive Committee are female

38% of the Board members are female

Statutory disclosure

Gender pay gap		Median 9%	Mean 6%
Proportion of employees receiving a bonus		Male 31%	Female 19%
Gender bonus gap		Median 32%	Mean 51%
Proportion of employees in each pay quartile	Pay quartile	Male	Female
	Lower	73%	27%
	Lower middle	76%	23%
	Upper middle	85%	15%
	Upper	87%	13%
Number of relevant employees		Male 15,779	Female 3,704