

# Gender pay gap report 2023



**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 understands that in order to meet the current and future supply chain needs of the UK, the Group needs to attract and develop a wealth of diverse talent. This is why our diversity and inclusion (D&I) work is critical to providing a safe, inclusive working environment, regardless of gender.

To drive this change, 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. An example of where this has been a success is in our Northampton and Doncaster People Campuses which have worked well for the recruitment of female talent due to the flexibility of the design approach taken. Candidates are able to request to work the hours/days that best fit in with their respective commitments and having the ability to do so by working across various Wincanton sites within the geographical location. This has meant our gender split across those working on the People Campus is significantly more even than that seen on other sites.

This year we have expanded our Diversity and Inclusion team led by our dedicated Head of Diversity and Inclusion to further

commit to change in this area, as well as continuing to see the agenda pushed forward by our Diversity & Inclusion Steering Committee and D&I champion community. The focus on Diversity and Inclusion over the past few years at Wincanton has not just been a change in policy and practice at Wincanton, it is a cultural shift that has buy-in throughout the business.

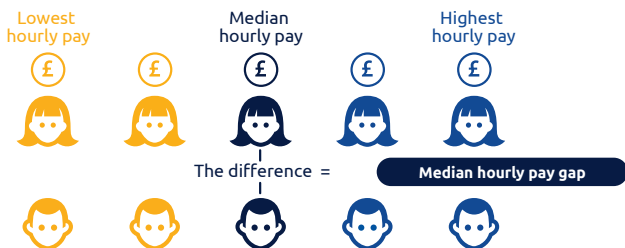
Although our gender pay gap has not reduced further over the past year we believe we remain on the right track to truly shifting the culture of diversity and inclusion across the business, making Wincanton a better place to work for all.

As part of our Diversity and Inclusion work, we showcase personal and professional stories, shared both internally and externally. Showing colleagues from diverse backgrounds, identities and experiences, coupled with how we've recognised and supported their progression, is a powerful catalyst in our journey towards a belonging culture. Gender plays a central

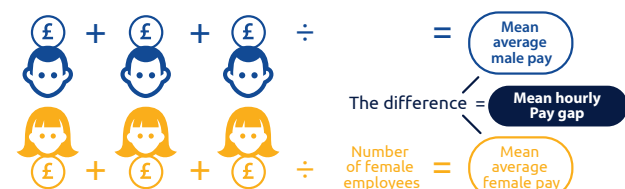
## Measuring the pay gap

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



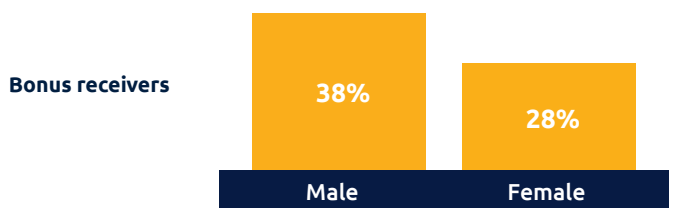
### How we calculate the mean difference



## Gender pay and bonus gap

Hourly pay gap	Median	11%
	Mean	7%
Bonus pay gap	Median	31%
	Mean	11%

## Proportion of colleagues receiving a bonus



## Gender pay gap report 2023 continued

role in this and we hold events throughout the year including hosting calls which allow colleagues to dial in and learn more about a given subject from someone who has experience, and talking about intersectionality from a gender lens perspective. We have also hosted Diversity and Inclusion employee listening groups, with gender being a key theme, and introduced both a Menopause policy and Diversity, Inclusion and Belonging policy. Our International Women's Day event this year was based around the 2023 Global UN women theme DigitALL - gender equality in innovation and technology. We hosted external speakers talking about tech globally and gender, and on how to be an agent for change. The CEO of the Chartered Institute of Logistics and Transport gave the opening address, as the first ever female CEO of the institute.

The organisation has, for the last seven years, promoted the Everywoman Transport & Logistics awards resulting in multiple award winners. Internally, nominated women are encouraged to join in diversity and inclusion events and present to other women for coaching and mentoring purposes, including International Women's Day events. In 2022, Wincanton fielded multiple nominees at the Amazon Everywoman in Transport & Logistics Awards winning in three categories. Lindsay Ashton for the Customer/Passenger Award, Nikki Foley for the Warehousing Award and Varsha Ghetia for the Supply Chain Award. There were two other Wincanton nominees, Claire Charlton and Bhavni Shah. Our three winners and other finalists show the impact of giving women the opportunities to lead, work and develop in the supply chain sector.

Our training programmes are important tools for us to improve the diversity and inclusion of our workforce. Our internal NextGen leadership programme encourages future leaders challenging them to contribute to future innovation and organisational development, with the current cohort being 40% female this is a key programme in increasing a diverse leadership group. With females making up 23% of the hundreds of colleagues we have working and training through apprenticeships, and 28% of our graduate recruitment programmes these opportunities are having an impact on the diversity of our future employee population as we look to improve equality of opportunity throughout the business.

Our drivers are not just the backbone of our business, they keep the country running. At Wincanton we believe that to keep the country running through these challenging times we need 'great people delivering' behind the wheel of every vehicle. As part of this we want to open up more opportunities for female drivers to work for us and we're pleased that our Future Drivers recruitment programme has maintained a level of 7% of new driver entrants being female, against a backdrop of less than 2% of our overall driver population.

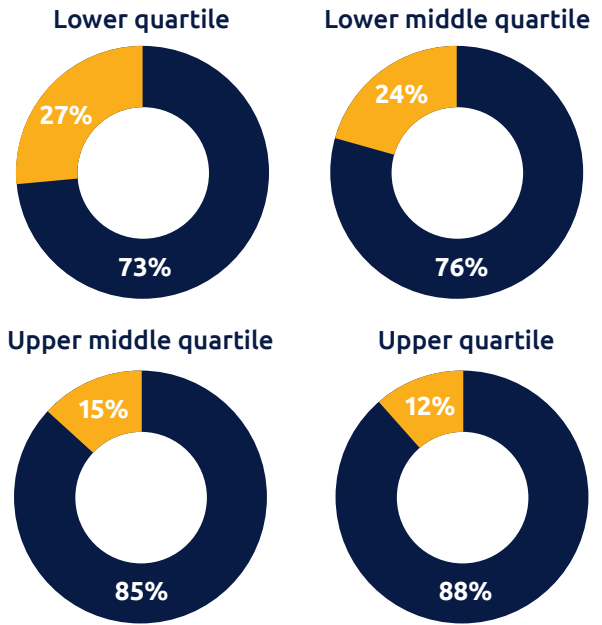
The culture of a company can only be changed if diversity is present at the highest levels of the organisation. To that end we're proud that there is 38% female representation on our Board, and that our Executive Committee (excluding Board Directors) is 40% female. When making appointments to senior 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.

**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

**23%** of our apprenticeship colleagues are female

**28%** of our graduate colleagues are female



**40%** of the Executive Committee are female

**38%** of the Board members are female

## Statutory disclosure

<b>Gender pay gap</b>		<b>Median</b> 11%	<b>Mean</b> 7%
<b>Proportion of employees receiving a bonus</b>		<b>Male</b> 38%	<b>Female</b> 28%
<b>Gender bonus gap</b>		<b>Median</b> 31%	<b>Mean</b> 11%
<b>Proportion of employees in each pay quartile</b>	<b>Pay quartile</b>	<b>Male</b>	<b>Female</b>
	Lower	73%	27%
	Lower middle	76%	24%
	Upper middle	85%	15%
	Upper	88%	12%
<b>Number of relevant employees</b>		<b>Male</b> 15,540	<b>Female</b> 3,934