

Ireland Gender Pay Gap Report 2024

Our teams play a significant, and often invisible, role in the lives of people across the UK and Ireland, and as a Company we want our colleagues to reflect the diverse society in which they operate. Although the supply chain sector is traditionally male-dominated, Wincanton understands that in order to meet the current and future supply chain needs of the UK and Ireland, we need to attract, retain and develop a wealth of diverse talent. This is why our Diversity and Inclusion (D&I) work is critical to providing a safe and inclusive working environment, regardless of gender.

Committed to making a difference

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 are committed to equal pay principles and inclusive, people-friendly policies and practices.

To drive best practice, we look beyond recruitment practices and consider how factors such as work patterns and inclusive workwear can play a part in encouraging and enabling more people to enjoy careers that fit their lifestyle and personal circumstances.

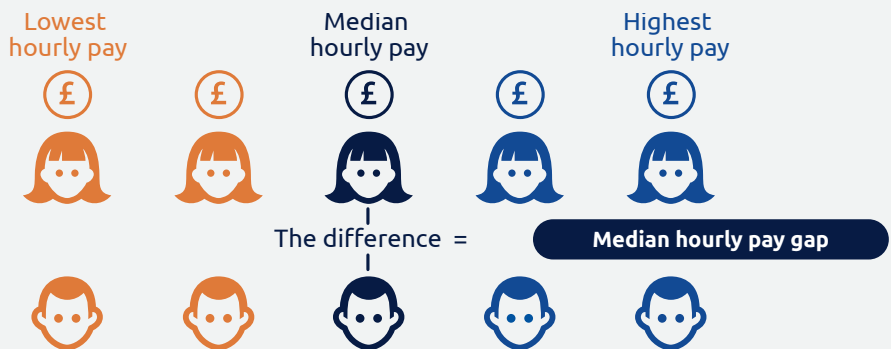
D&I at the heart of our business

The D&I team, led by our Head of Equality, Diversity and Inclusion, has continued to drive the agenda forward, supported by our D&I steering group committee, Exec sponsors and D&I champion community. This community has grown to 204 volunteers from across the business, almost double that of a year ago. The focus on D&I over the past few years at Wincanton has not just been a change in policy and practice, it is a cultural shift that has buy-in throughout the business. We were delighted that this recently culminated in Wincanton being recognised as winners at the prestigious 2023 HR Excellence Awards, for Best Diversity and Inclusion Strategy.

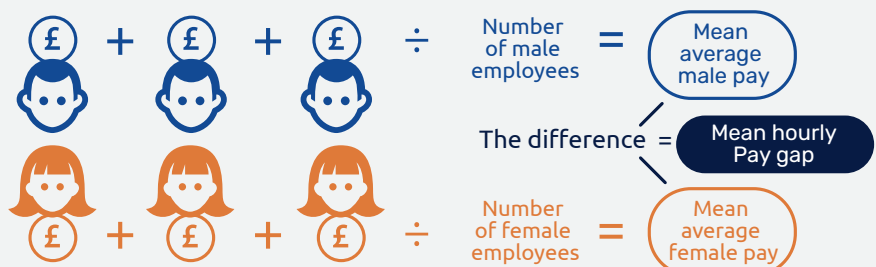
Measuring the pay gap

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



Ireland Gender Pay Gap Report 2024

Gender pay and bonus gap

HOURLY PAY GAP



BONUS PAY GAP



Proportion of colleagues receiving a bonus



Proportion of colleagues receiving Benefits in Kind



Relevant Employees



Full Pay Relevant Employees



Thoughts on our first Ireland gender pay gap:

2024 is the first year when we have had to report on gender pay gap in Ireland, which we will now produce on an annual basis. In 2025 we will be able to measure the progress across Ireland.

Strategic programmes:

At Wincanton we remain on the right track to truly becoming a culture of belonging across the organisation, making Wincanton a better place to work for everyone.

Bringing diversity to life:

We showcase personal and professional stories, shared both internally and externally, with colleagues from diverse backgrounds, identities and experiences, talking about how we have recognised and supported them in their work, including development and progression. These live sessions provide a powerful catalyst in our journey towards a belonging culture. Gender plays a central role in this, and we hold events throughout the year, including calls which colleagues dial in to in order to learn more from someone's lived experience on subjects as varied as being a parent and carer, through to periods, domestic abuse and the menopause. In the past few years, we have facilitated D&I listening groups, with gender being one of the key themes. As a direct result of this, we are now providing period products for sites, via social enterprise partner; Hey Girls, including adding period pants to the inclusive workwear catalogue for our female warehouse populations, to support colleagues in the workplace.



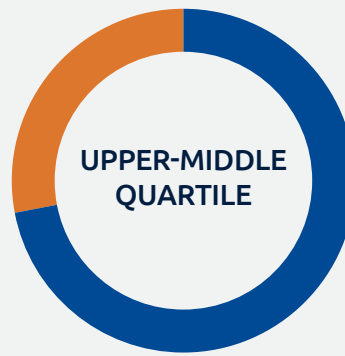
Recognition:

Wincanton has, for the past eight years, internally promoted to our colleagues the Everywoman in Transport & Logistics Awards, resulting in numerous nominations each year and multiple award winners. In 2023, Wincanton had five finalists in these awards, with one overall winner. In 2024, we had a record number of internal nominations and have five finalists across a number of categories, including, for the first time, the male agent of change award category.

Pay quartiles



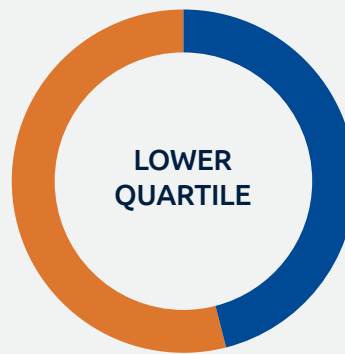
● Male 75%
● Female 25%



● Male 72%
● Female 28%



● Male 55%
● Female 45%



● Male 46%
● Female 54%

Training & development:

Nominated female and male colleagues are encouraged to support D&I events and provide coaching and mentoring opportunities for other colleagues. We have also recently introduced a 'Train the Trainer' programme for Diversity, Inclusion and Belonging, in partnership with the training arm of our employment law provider.

Once the training programme has been completed, mandatory D&I training will be delivered to all colleagues across the organisation.

Our internal NextGen leadership programme encourages future leaders to contribute to future innovation and organisational development, with the current cohort being 40% female.

Senior female representation:

The culture of a company can only be changed if diversity is present at the highest levels of the organisation. When making appointments to senior positions with the company, diversity in the fullest sense is always considered.