

From April 2018, companies with 250 or more employees are required to publish defined statistics Gender Pay information. The Whistl Group is reporting for the following four group entities for the April 2021 reference periods: **Whistl UK Ltd (DSA & SSC)**, **Whistl Fulfilment (Gateshead) Ltd.**, **Whistl Fulfilment (Rushden) Ltd.**, and **Whistl Fulfilment (South West) Ltd.**

### General Statement Regarding this Report/Data

- The reference period for this report is April 2021. Back then our businesses were in various phases of recovery and regeneration after the intense impact of the COVID 19 crisis. This included some areas adjusting to a “new day” following re-sizing exercises and also many areas having a larger than normal proportion of colleague off unwell with Coronavirus and related conditions.
- In line with the above, we accept the outcome of the analysis for this gender pay gap year is not an accurate reflection of pay across our employee population.
- Over the course of the past twelve months since April 2021, our family of businesses has returned to business as usual and in many areas, we are growing our market share. On the back of this cautious optimism, we anticipate the Gender Pay Gap Reporting for the April 2022 year will be more reflective of our population.

### Pay Gap

Please see below the gender pay gap snapshot for each of our reporting entities:

#### Women’s hourly rate is

Reporting Company	Mean		Median	
Whistl UK Ltd	2.3%	Lower	2.4%	Lower
Whistl Fulfilment (Gateshead) Ltd	6.8%	Lower	1.6%	Higher
Whistl Fulfilment (Rushden) Ltd	8.5%	Lower	0.0%	Lower
Whistl Fulfilment (South West ) Ltd	4.2%	Lower	2.6%	Lower

### Pay Quartiles

The gender pay metric is influenced by the proportion of men and women in each pay quartile. The table below shows the percentage of men and women in each quarter of our pay profile by reporting company.

Reporting Company	Upper Quartile		Upper Middle Quartile		Lower Middle Quartile		Lower Quartile	
	Women	Men	Women	Men	Women	Men	Women	Men
Whistl UK Ltd	35%	65%	26%	74%	29%	71%	35%	65%
Whistl Fulfilment (Gateshead) Ltd	37%	63%	54%	46%	52%	48%	30%	70%
Whistl Fulfilment (Rushden) Ltd	49%	51%	51%	49%	60%	40%	62%	38%
Whistl Fulfilment (South West ) Ltd	48%	52%	34%	66%	42%	58%	47%	53%

### Bonus Gap

Please see below the gender pay gap snapshot for each of our reporting entities:

#### Women's bonus pay is

Reporting Company	Mean		Median	
Whistl UK Ltd	11.5%	Higher	0.0%	Lower
Whistl Fulfilment (Gateshead) Ltd	24.6%	Higher	0.0%	Lower
Whistl Fulfilment (Rushden) Ltd	13.7%	Lower	0.0%	Lower
Whistl Fulfilment (South West ) Ltd	17.3%	Lower	29.7%	Higher

#### Proportion of Relevant Females and Males Receiving a Bonus

Reporting Company	Females	Males
Whistl UK Ltd	88.4%	86.4%
Whistl Fulfilment (Gateshead) Ltd	88.2%	88.8%
Whistl Fulfilment (Rushden) Ltd	85.1%	70.3%
Whistl Fulfilment (South West ) Ltd	58.9%	62.3%

The bonus gap data across all reporting entities is influenced by the follow unusual circumstances:

- Annual bonuses for FY2019 were postponed with one third paid in the March 2020 payroll (last reporting year) and a balancing 2/3rds paid in September 2020 (this reporting year).
- For FY2020 all annual bonus schemes were cancelled, the only schemes that remain in play and potentially payable for the year were sales commission schemes.
- To show our appreciation for the outstanding efforts of all our employees during 2020, we paid a gross £300 Thank You award to all staff in the December 2020 payroll, which means that in our bonus gap data the majority of males and females received the flat £300 award with the minority of bonuses awards being a delayed FY2019 awards or FY2020 sales commission payments.

### Ongoing actions to support the principles of Gender Pay Equality

#### Reward principles

Whistl is committed to ensuring pay is fair, equitable and competitive regardless of gender. Our policies, including our compensation framework, operational pay structures (which ensure the same rate of pay for a role regardless of gender or age), and salary benchmarking pay guidance approach, effectively promote equal pay and support gender pay aims. And, eligibility or not for a bonus or commission scheme is based on role not gender.

#### Employee Engagement

We conduct an annual engagement survey and for FY2021 published in Q12022, the Whistl Group of companies had an overall engagement score of **68%**, based on a high employee response rate of 73%.

**Equality Diversity & Inclusion**

In addition, we have several on-going initiatives that support equality in the workplace. Earlier this year we announced our Equality, Diversity & Inclusion (EDI) Charter as our commitment to take ownership for our business areas in promoting Equality, Diversity, and Inclusion (EDI). We also introduced our Executive Board EDI sponsors, and we have staff volunteers from across the Group to help set up an EDI forum. We have also committed to The Valuable 500 and Disability Confident schemes.

**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