

# Gender Pay Gap Report 2024

Based on the snapshot date  
of 5<sup>th</sup> April 2023



# Overview

At LWC, we value our employees and place a great emphasis on creating and encouraging a supportive working environment with equal opportunities of progression for both male and female employees. We offer training and development programmes across the business, with both management training courses and support in achieving role specific qualifications across all areas of the business.

The Company launched a Women's Network in June 2023 to help inspire, support and develop women from across all areas of the business. This network is designed to be an inclusive and safe space to share inspiring stories, promote best practice and mentor and support one another; encouraging both men and women across the Company to join.



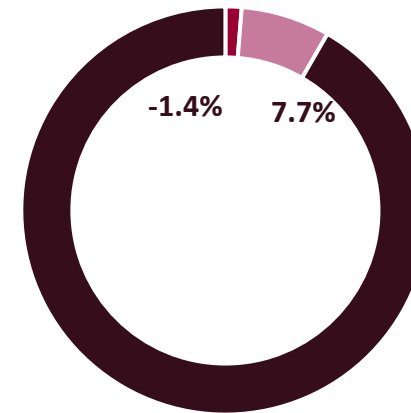
# Ordinary Pay Gap: Median

Our Gender pay gap for median gross hourly earnings is -1.4%. The negative percentage shows that females at LWC Drinks Ltd typically earn an average of 1.4% more than male employees per hour.

This has generally been the case over the years, however looking back over the last few years; in 2020 the Company reported a gender pay gap for median gross hourly earnings as -5.9%, showing a positive reduction in the Company's gender pay gap.

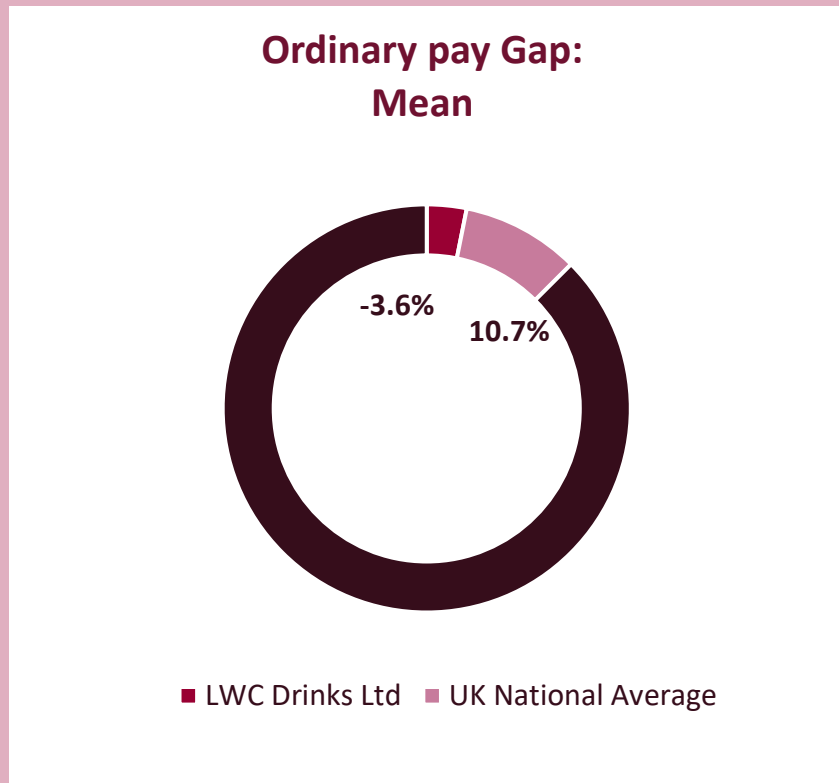
The UK National Average remains at a higher level, with an average median gender pay gap for full-time workers in the UK in 2023 being 7.7% in favour of men. However, this has also followed a positive consistent reduction over the years.

Ordinary pay Gap:  
Median



■ LWC Drinks Ltd ■ UK National Average

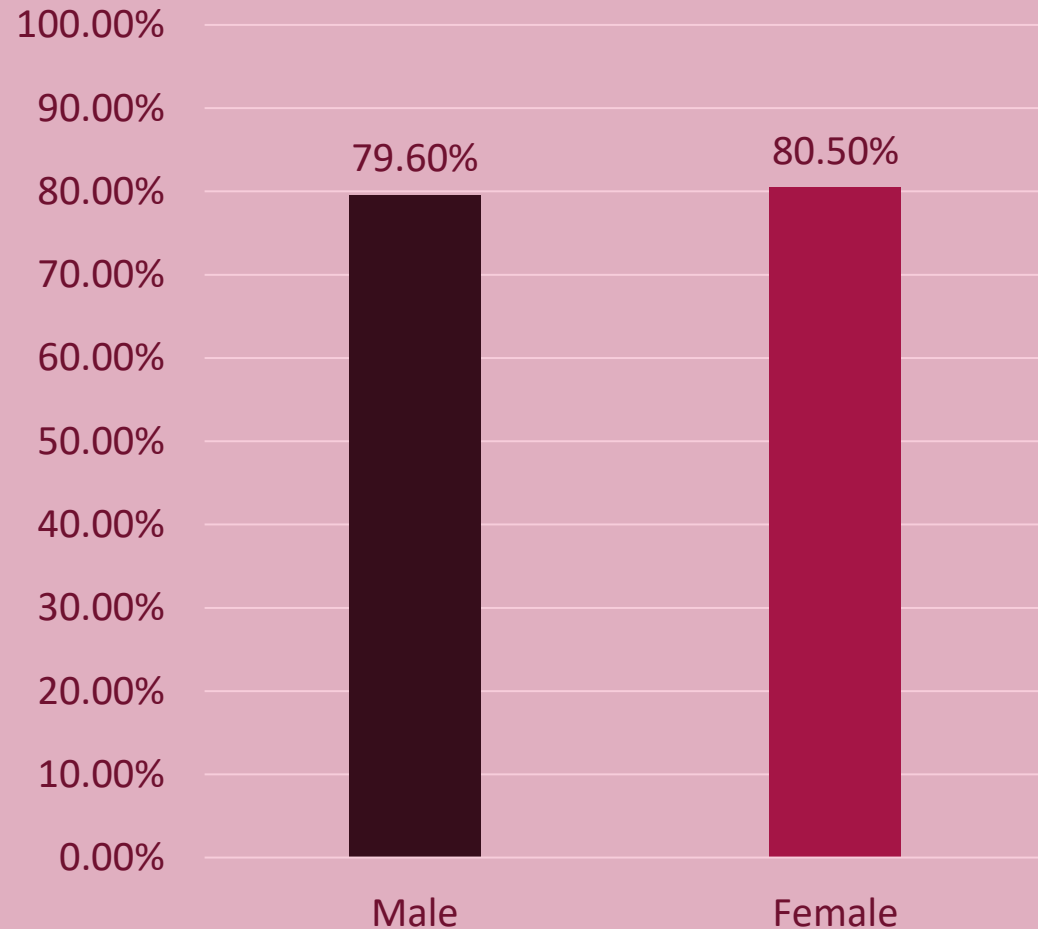
# Ordinary Pay Gap: Mean



In addition to median pay, we have also reviewed the ordinary pay gap for mean pay, which looks at the difference between the mean average hourly pay for men and women. For 2023, LWC Drinks Ltd has a mean ordinary pay gap of -3.6%. This correlates with our median pay gap, showing that female employees typically earn on average, more than male employees.

These figures show a slightly higher pay gap between male and female employees; however, consideration needs to be applied to the fact that mean pay can be distorted by very high or low hourly pay/bonus'. As such it is beneficial to also take into account the median pay gap, which looks more at what the 'typical situation' is.

# Bonus Payments



**This includes any bonus' or commission paid to employees at the snapshot date of 5<sup>th</sup> April 2023.**

**The figures show that LWC Drinks Ltd paid bonus' to many employees and an almost equal proportion of male and females received a bonus.**

**These figures represent the continuous work undertaken by the business to ensure that bonus' are paid fairly amongst all employees, based on objectives and KPI's.**

# Bonus Payments

**-15.8%**

**Median Difference in Bonus**

Looking into the bonus payments in more detail, the figures for 2023 follow a similar trend to previous years, showing that overall, male employees typically have lower paid bonus' than female employees.

The pay gap is likely to be impacted by the consistent increase in female employees within the top pay quartiles over the last few years.

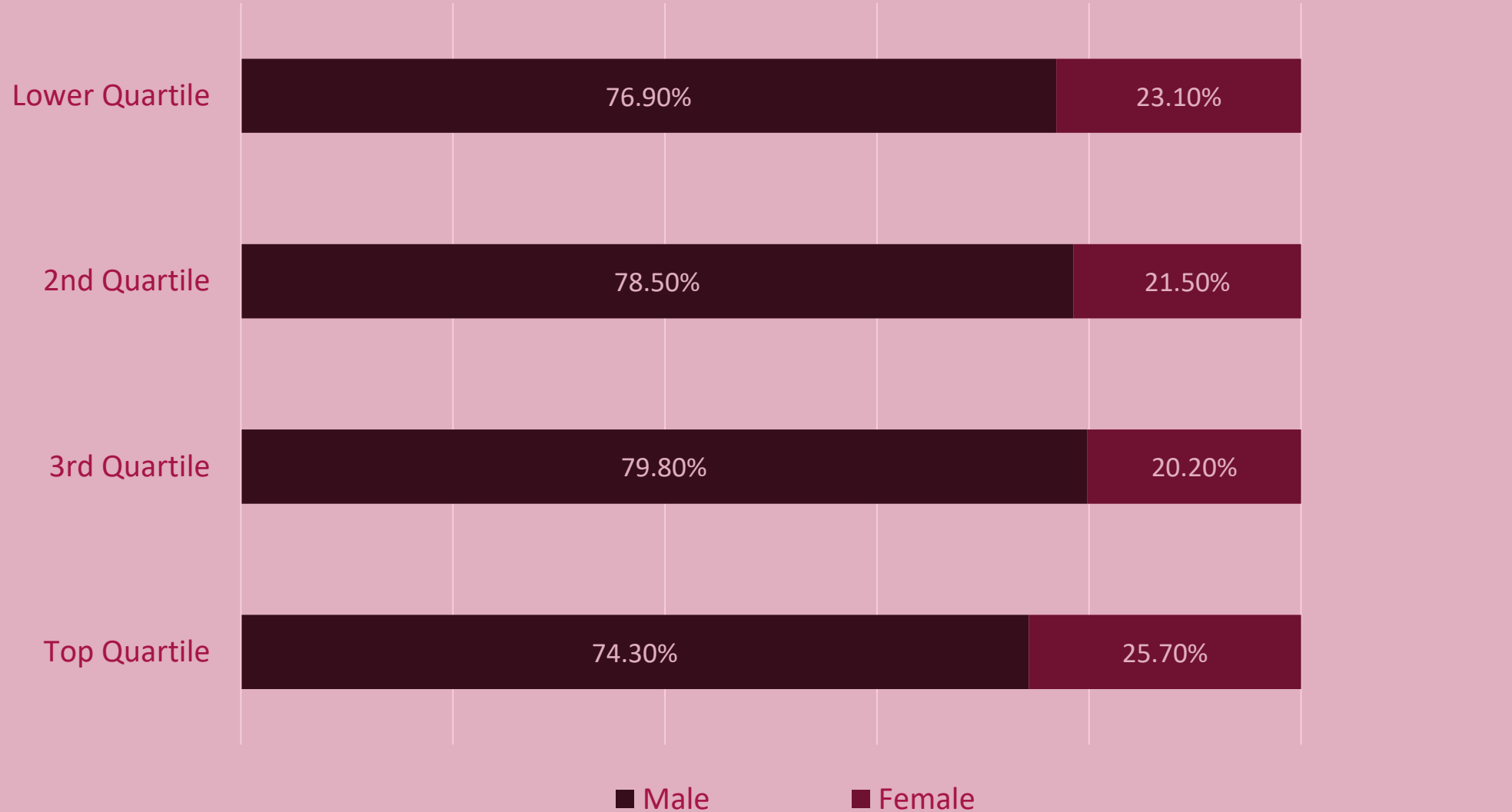
**-33.5%**

**Mean Difference in Bonus**

LWC Drinks Ltd also have a higher intake of male employees in the large operational, distribution aspect of the business, which includes lower paid job roles, and in turn lower bonus payments.

Whilst the Company works to ensure an equal bonus entitlement across male and female employees, the entitlement and value of bonus' does differ between job roles within the business.

# Pay Quartiles



# Pay Quartiles

LWC Drinks Ltd has a consistent gender pay gap within each quartile, based on ordinary pay, with a higher percentage of males to females.

Since the Company Gender Pay Gap report was first published in 2018, we have seen a steady increase continuing in the number of female employees within the top quartiles. However, since 2022 when the Company reported 30.3% of females in the top quartile, this has started to shift and we are now seeing the gap increase slightly.

Due to the nature of the business being distribution, many of the warehouse and driver roles, for example, are male dominated professions within the industry and as such our workforce is predominantly male.

Whilst we have taken steps to improve our benefits and policies throughout the Company to attract female employees, such as an enhanced maternity policy, we recognise that this trend is likely to continue.



# Gender Pay Gap Report 2024



LWC Drinks Ltd proactively works to encourage equality in the workforce and offers varied training and development opportunities for both male and female employees to progress within the Company. We continue our work in ensuring that pay is paid equally and appropriately for the role carried out and utilise our Gender Pay Gap results to further inform our policies and procedures.