

# Gender Pay Gap Report 2026

Based on the snapshot date of 5<sup>th</sup> April 2025

LWC Drinks LTD and Hills Prospect LTD

# Overview

At LWC, we are committed to creating a supportive workplace where every employee has access to equal opportunities for development and progression. We invest in comprehensive learning and development programmes ranging from management training to role-specific qualifications ensuring that all employees, regardless of gender, can grow and succeed within the business.

In recent years we have also strengthened our approach to inclusion through enhanced family policies available to both male and female employees, alongside continued progress through initiatives such as our Women's Network, which provides opportunities for connection, development, and support across the organisation.

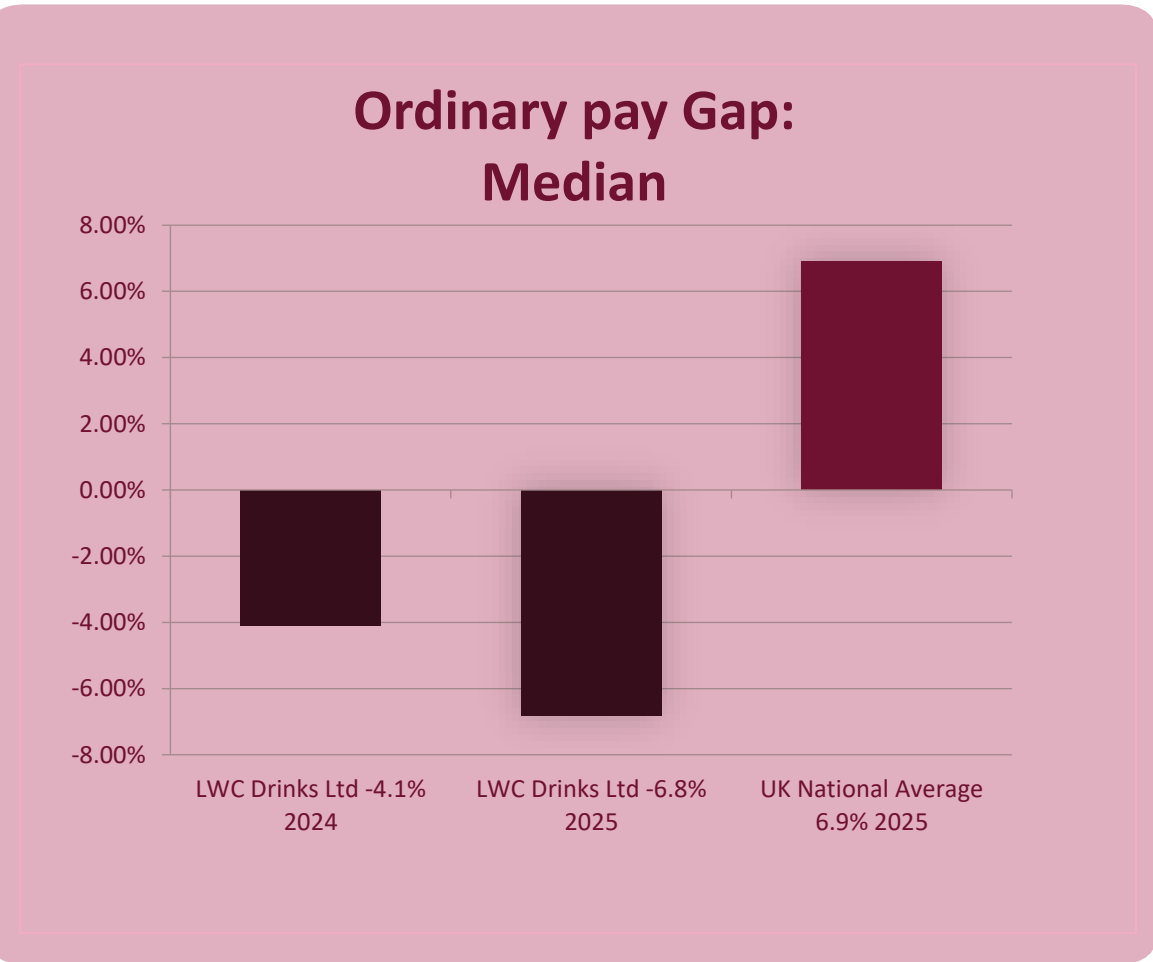


# Ordinary Pay Gap: Median

At LWC Drinks, the median gender pay gap for gross hourly earnings is -6.8%, meaning that female employees earn, on average, 6.8% more per hour than their male colleagues. This continues a long-standing trend within the business.

In 2024, the median gender pay gap stood at -4.1%, reflecting a narrower difference. The increase in the gap this year is largely due to a higher proportion of women progressing into more senior roles, which typically attract higher rates of pay.

For context, the UK national median gender pay gap for full time workers in 2025 is 6.9% in favour of men, having decreased slightly from 7.1% in 2024, a reduction of 0.2 percentage points. This comparison highlights that, while the national average shows a year-on-year reduction in the proportion of men being paid more than women, LWC Drinks is outperforming this trend. Our latest figures show an increase in the proportion of women being paid more than men compared with the previous year, contributing positively to the wider national improvement.



# Ordinary Pay Gap: Mean

## Ordinary pay Gap: Mean



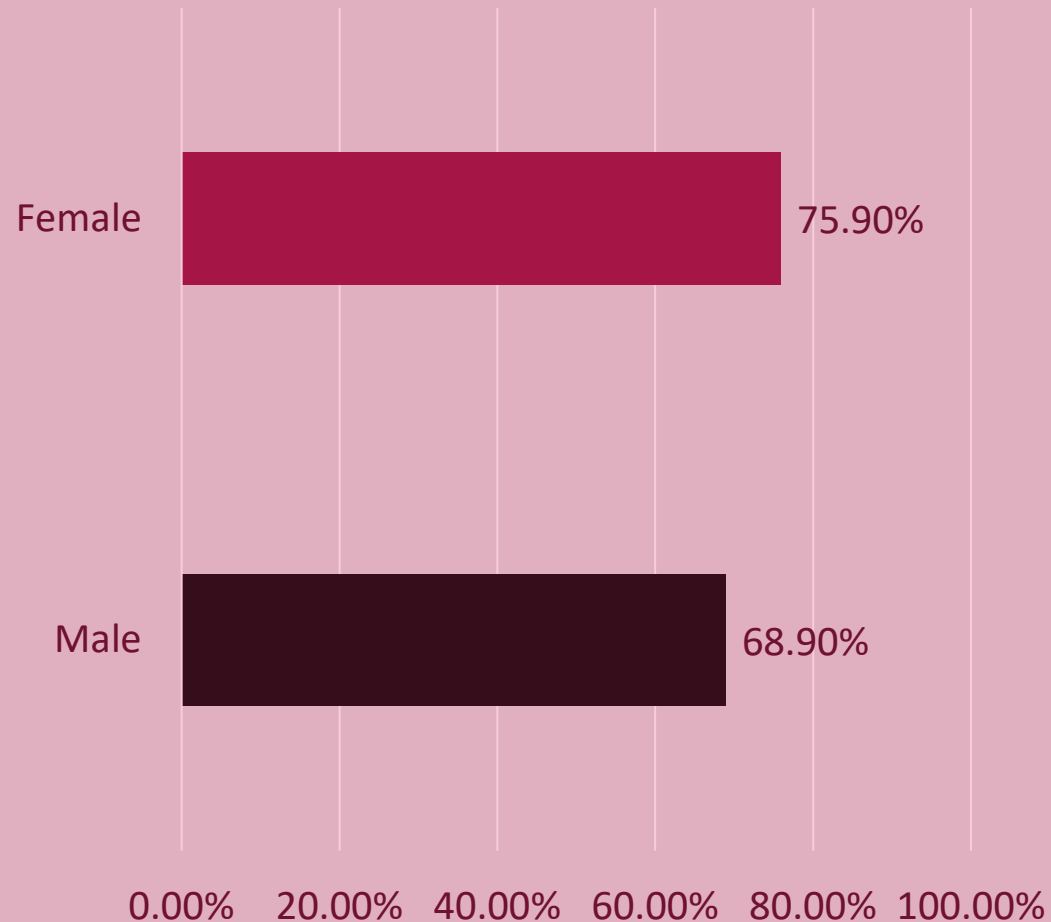
In addition to assessing the median pay gap, we also reviewed the mean ordinary pay gap, which reflects the difference between the average hourly earnings of male and female employees.

For 2025, LWC Drinks reports a mean ordinary pay gap of -11.7%, indicating that female employees earn, on average, more than their male counterparts. This represents an increase from the 2024 mean gap of -3.5%, highlighting a further shift in favour of female employees and an overall widening of the difference.

While the mean ordinary pay gap shows a greater difference between male and female average earnings, it's important to recognise that mean values can be influenced by outliers, such as unusually high or low remuneration, as well as shifts in workforce composition, including the recruitment of younger employees or apprentices.

For this reason, the median pay gap often provides a more reliable indication of the typical pay experience within the company, as it is less affected by extreme values.

# Bonus Payments



This chart includes any bonuses or commissions paid to employees as of the snapshot date of 5th April 2025. The figures show that LWC Drinks awarded bonuses to most employees, with 7% more females receiving bonuses than males.

This difference is largely due to the payment structure for a proportion of our distribution staff, who are predominantly male and receive their bonuses quarterly. By the financial year end, many of these employees may have already received their bonuses in previous payroll cycles.

These figures reflect the company's ongoing commitment to ensuring bonuses are distributed fairly based on objectives and key performance indicators.

# Bonus Payments

**-2.2%**

## Median Difference in Bonus

Although the 2025 median bonus difference of -2.2% is slightly less from the -3.3% reported in 2024, this small change does not indicate a meaningful narrowing of the gap.

Instead, the figures suggest the median bonus position has remained broadly consistent year on year, with minor fluctuations that are not significant enough to reflect a real shift in bonus outcomes.

**80.7%**

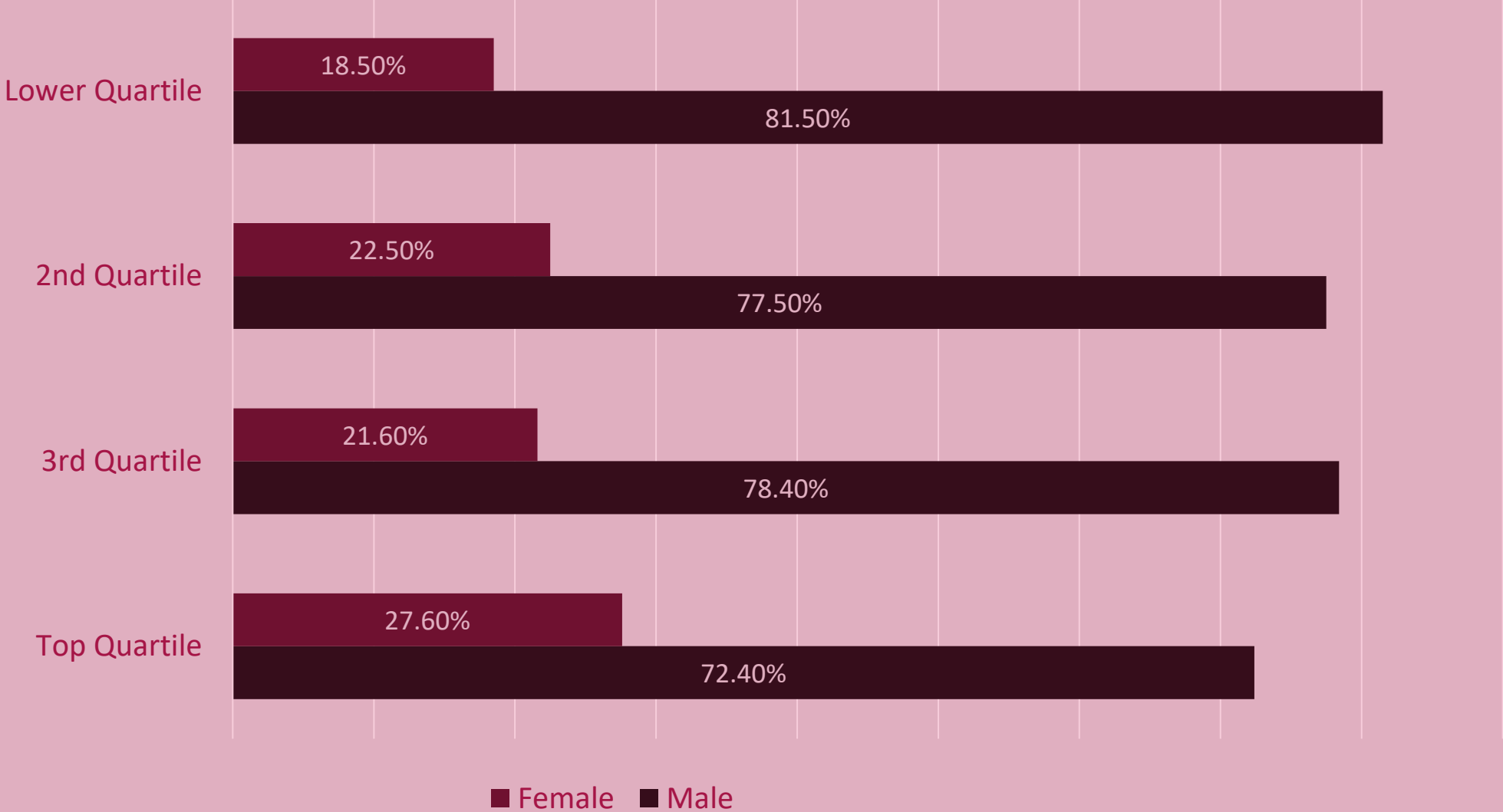
## Mean Difference in Bonus

The mean bonus difference for 2025 is 80.7%, compared with -21% in 2024. This significant shift reflects the sensitivity of the mean calculation to high-value bonus payments. Changes in the distribution of a few senior-level bonus payments within the reporting period have had a discernible impact on the overall mean.

Unlike the median, the mean can be heavily influenced by a small number of larger awards, which can create pronounced year-on-year movement even when the wider workforce sees little change in bonus outcomes.

As a result, the mean bonus gap for 2025 appears considerably higher, but this does not necessarily indicate a broad shift in bonus distribution across the organisation.

# Pay Quartiles



# Pay Quartiles

The pay quartile data continues to highlight differences in the distribution of male and female employees across earnings levels within LWC Drinks. Although men remain the majority in every quartile, female representation increases progressively as pay levels rise, reflecting the growing presence of women in management and professional roles.

Women account for 18.5% of employees in the lowest quartile, indicating that a larger share of lower-paid roles—particularly operational positions such as warehouse and driving—continue to be occupied by men, which aligns with broader industry patterns. At the opposite end of the pay structure, the top quartile remains predominantly male at 72.4%, showing that while more women are moving into higher-paid positions, the most senior-earning roles are still largely held by men.

These patterns are consistent with the wider distribution and logistics sector, where the workforce is historically male-dominated. However, the increasing number of women in management and specialist functions demonstrates positive movement towards a more balanced representation at higher pay levels.

Despite this progress, the overall distribution continues to show an under-representation of women across many areas of the business. LWC Drinks recognises that further action is needed to support participation and progression for women at all levels. Recent enhancements—such as strengthened policies and benefits aimed at improving attraction and retention, including an enhanced maternity policy—are steps in the right direction.

# Hills Prospect LTD

As part of LWC’s continued expansion, the company completed the acquisition of Hills Prospect Ltd during the 2024 snapshot period.

Hills Prospect had a total of 164 employees, consisting of 125 males and 39 females.

Comparing to 2024 Males have decreased by 9 where Females have increased by 4.

The image provided presents a summary of the gender pay gap details for Hills Prospect.



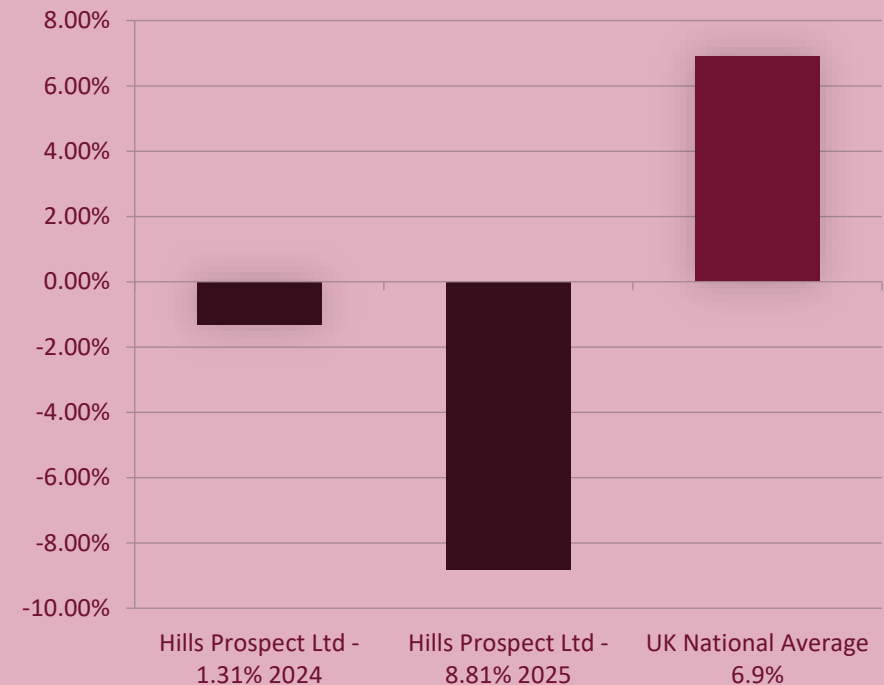
# Ordinary Pay Gap: Median

At Hills Prospect, the median gender pay gap for gross hourly earnings is -8.81%, meaning female employees earn, on average, 8.81% more per hour than male employees. This reflects an increase from the 2024 figure of -1.31%. One potential factor contributing to this change is a reduction in the number of male employees within the workforce.

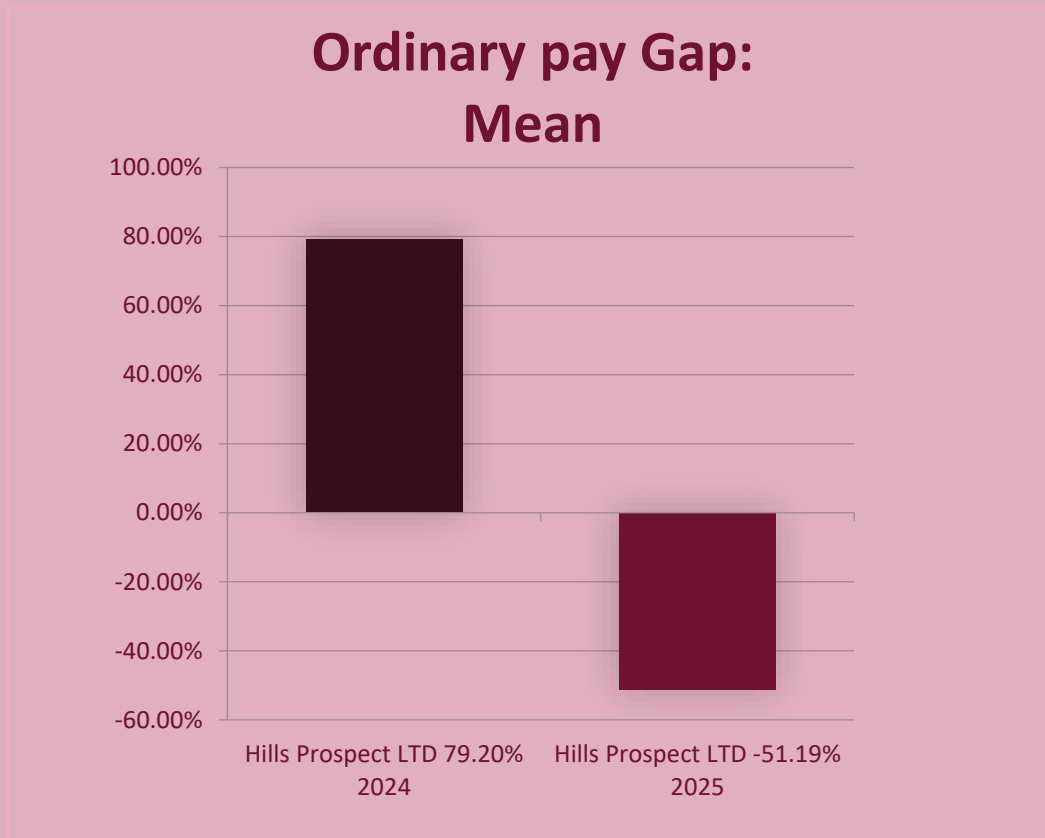
This figure is higher than that reported at LWC Drinks, largely reflecting the fact that women at Hills Prospect are more commonly employed in office-based and managerial positions.

It is also important to note that Hills Prospect has a relatively small workforce, with the majority of employees working in distribution-focused roles that are typically male-dominated. This workforce profile can amplify percentage differences, making the median gender pay gap more sensitive to changes in the composition of office-based roles.

## Ordinary pay Gap: Median



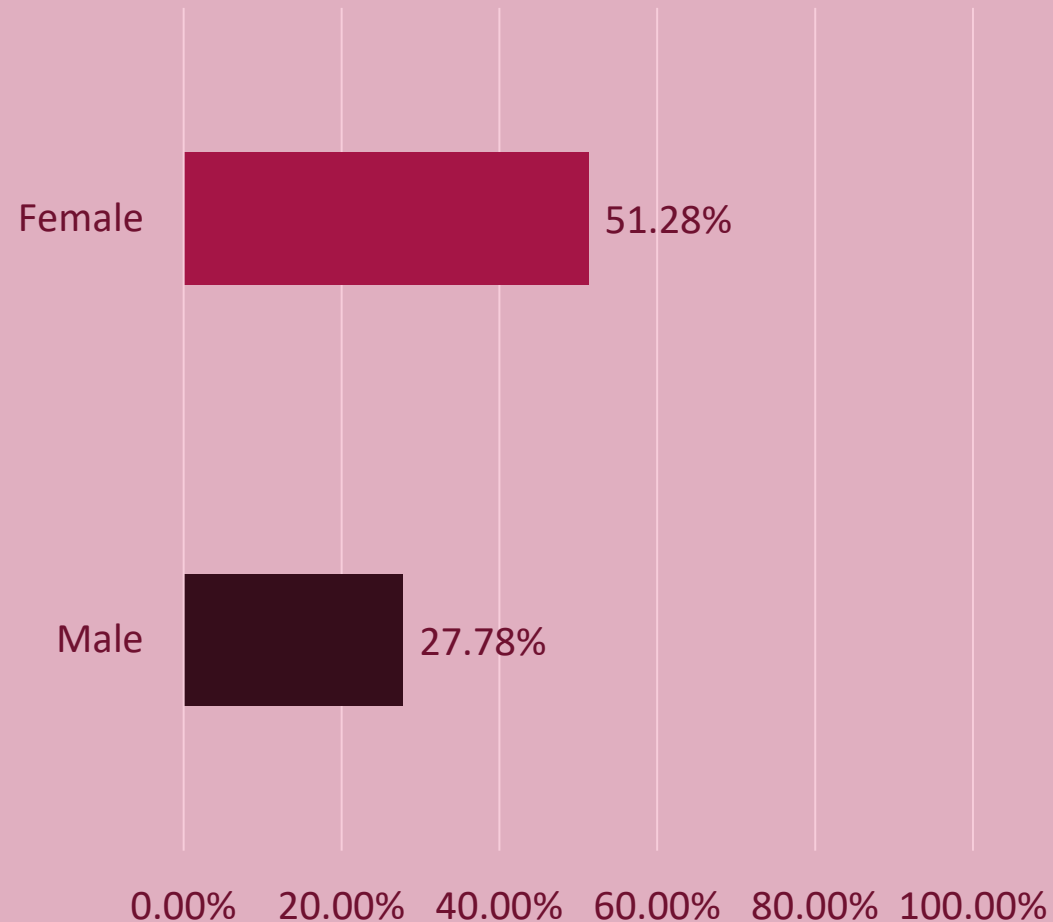
# Ordinary Pay Gap: Mean



Hills Prospect reports a mean ordinary pay gap of -51.19% for 2025, indicating that women earn significantly more on average than men. This reflects the workforce structure, where women are more highly represented in higher-paid office roles, while men predominantly work in lower-paid distribution roles.

This year's figure cannot be compared meaningfully with the 2024 mean pay gap of 79.20%, as the previous result was heavily influenced by three directors receiving salaries that year, which disproportionately inflated the mean. With those exceptional salaries absent from the 2025 dataset, the current figure provides a more accurate reflection of the wider workforce, making the two years not directly comparable.

# Bonus Payments



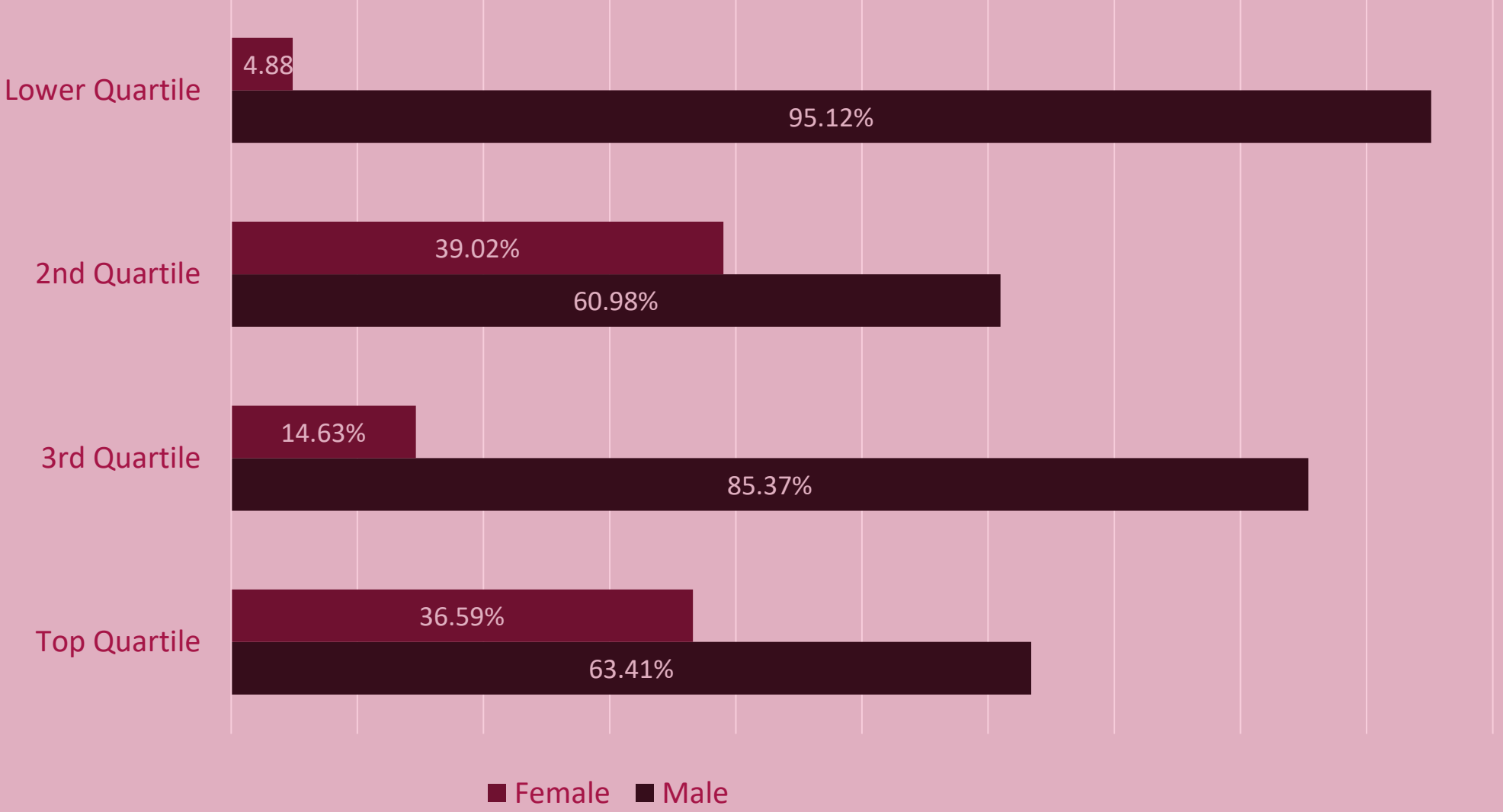
This chart includes any bonuses or commissions paid to employees as of the snapshot date of 5<sup>th</sup> April 2025.

A higher proportion of women received a bonus compared with men, with the female bonus rate being around 23.5% higher.

This difference is likely driven by the structure of the workforce, where women are more commonly employed in sales and office-based roles that typically offer bonus eligibility, while men are predominantly in distribution roles, where bonus schemes may be less prevalent.

As a result, the variation in bonus receipt reflects differences in role types rather than differences in how bonuses are awarded.

# Pay Quartiles



# Pay Quartiles

The pay quartile data highlights disparities in the distribution of male and female employees across different earning levels within Hills Prospect. While men dominate all pay quartiles, female representation gradually increases in the lower middle and upper quartiles.

This indicates that Hills Prospect is a male dominated business, with women more frequently employed in higher paying positions.

Women account for only 4.88% of the bottom quartile, suggesting that lower paid roles are predominantly occupied by men. This trend may be influenced by the nature of LWC's workforce, where roles such as warehouse and driving positions are traditionally male dominated.

The top quartile remains primarily male, with 63.41% of high earners being men. Although female representation slightly increases at senior pay levels, the data reinforces that the highest salaries are still largely held by male employees.

# Gender Pay Gap Report 2026

LWC Drinks Ltd remains committed to promoting equality across the workforce and provides a wide range of training and development opportunities to support career growth for all employees, regardless of gender.

We are dedicated to ensuring fair and consistent pay in every role and continually review our Gender Pay Gap results to help shape and improve our policies and practices.

