



Gender Pay Gap – April 2021

Statutory Calculations	Apr-21		Apr-20	
1 : Gender Pay Gap - Hourly Rate	Mean %	Median %	Mean %	Median %
Difference in hourly rate Male v's Female	15.0%	24.8%	11.1%	22.9%
2 : Gender Pay Gap - Bonus	Mean %	Median %	Mean %	Median %
Difference in Bonus payments Male v's Female	(3.9) %	(24.0)%	0.6%	6.1%
3 : Proportion of staff receiving bonus	Males %	Females %	Males %	Females %
	90.0%	88.1%	75.4%	72.8%
4: Employees by pay Quartile	Males %	Females %	Males %	Females %
Lower quartile	19.7%	80.3%	20.6%	79.4%
Lower middle quartile	21.4%	78.6%	42.9%	57.1%
Upper middle quartile	78.6%	21.4%	75.8%	24.2%
Upper quartile	55.7%	44.3%	59.7%	40.3%
No of Staff	Male	Female	Male	Female
Relevant Employees	130	168	138	180
Full Pay Relevant Employees	125	158	124	126

WCF has a diverse range of businesses across multiple sectors, with the greatest number of employees working in retail, Home Shopping and bulk fuel oil distribution. This leads to considerable differences in roles between the business units and this is reflected in the gender pay calculations.

Our 2021 gender pay gap figures show that there was a mean hourly rate difference at April 2021 of 15.0% and a median rate of 24.8% between our male and female employees. The reason for the increase on Apr-20 was due to furloughed employees from our Home Shopping business being excluded in Apr 20; these furloughed employees being predominantly female, this also accounts for the movement in split by quartile.

44% of our workforce is male, with 68% of our male workforce employed in our fuel distribution business. This is a highly regulated industry, with all tanker drivers requiring specialised training in the handling of dangerous goods. The hourly pay rates reflect this. We benchmark our tanker driver pay with others in the industry annually to ensure that our rates remain competitive.

Almost 63% of our female employees work within retail, either in Home Shopping or in one of our 9 retail stores. Retail businesses typically employ a higher number of part-time workers. 37% of our female workforce are part-time compared to only 6% of male. Of these, 52% work within our retail stores. This suits their personal circumstances and allows operational flexibility especially in stores where there are low staff numbers. Retail normally refers to the national minimum wage as its starting benchmark. This is lower than the average hourly rate paid to oil tanker drivers.

53% of our senior management team are female, including our Managing Director. In addition to discretionary personal awards, an annual employee ownership dividend bonus is paid to all eligible employees each November in respect of profits earned in the previous financial year. This employee ownership bonus is paid equally regardless of role, pro-rata to basic hours worked and length of service in that financial year.

We are committed to promoting equality of opportunity for all employees and job applicants. We create a working environment in which all individuals are able to make best use of their skills and achieve their full potential, free from discrimination or harassment, and in which all decisions are based on merit and ability. We do not discriminate against employees on the basis of their sex (or any other Protected Characteristic). Our Equal Opportunities policy applies to all aspects of employment with WCF, including but not limited to; recruitment, pay and conditions, training, appraisals and promotional opportunities.

A handwritten signature in black ink, appearing to read 'J. Ritzema', written in a cursive style.

Jo Ritzema - Managing Director

March 2022