

Gender Pay Gap – April 2022

Statutory Calculations	Apr-22		Apr-21	
	Mean %	Median %	Mean %	Median %
1: Gender Pay Gap - Hourly Rate				
Difference in hourly rate Male v's Female	11.8%	25.3%	15.0%	24.8%
2: Gender Pay Gap - Bonus				
Difference in Bonus payments Male v's Female	3.8 %	8.9%	(3.9%)	(24%)
3: Proportion of staff receiving bonus				
	Males %	Females %	Males %	Females %
	73.3%	86.3%	90.0%	88.1%
4: Employees by pay Quartile				
	Males %	Females %	Males %	Females %
Lower quartile	20.3%	79.7%	19.7%	80.3%
Lower middle quartile	25.3%	74.7%	21.4%	78.6%
Upper middle quartile	77.2%	22.8%	78.6%	21.4%
Upper quartile	55.7%	44.3%	55.7%	44.3%
No of Staff				
	Male	Female	Male	Female
Relevant Employees	146	183	130	168
Full Pay Relevant Employees	141	175	125	158

About WCF

WCF has a diverse range of businesses across multiple sectors, with the greatest number of employees working in retail, mail-order, e-commerce, leisure and bulk fuel oil distribution. The diversity of our businesses leads to considerable differences in roles between the business units and this is reflected in the gender pay calculations.

Report Summary

Our 2022 gender pay gap figures show that there was a mean hourly rate difference at April 2022 of 11.8% between our male and female employees. This is a decrease of 3.2% from our 2021 reporting.

The improvement to our mean scoring is due to positive action taken to implement the National Minimum Wage early across our businesses, implementing the £9.50 from Jan 22 rather than from April. Within our retail sector we have a large proportion of female employee-owners, who benefited from this early award.

44% of our workforce is male, with 68% of our male workforce employed in our fuel distribution businesses. 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.

61% of our female employees work within retail, either in mail-order or in one of our retail stores. Retail businesses typically employ a higher number of part-time workers. 39% of our female workforce are part-time compared to only 8% of male. Of these, 42% 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 29% lower than the average hourly rate paid to oil tanker drivers.

60% of our senior management team are female, including our Managing Director. This is an increase of 7% from our 2021 reporting.

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 gender, role, and is pro-rata to basic hours worked and length of service in that financial year. The movement in the bonus male v's female is due to discretionary bonuses paid to females falling in the year as an absolute amount.

Equal Opportunities

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.

Looking to the Future

WCF Ltd became an accredited Living Wage Employer effective from November 22 and equalised wage rates regardless of age, which positively impacted our retail work force.

A handwritten signature in black ink, appearing to read 'J. Ritzema', is positioned above the printed name.

Jo Ritzema - Managing Director

March 2023