

Gender Pay Gap – April 2023

Statutory Calculations	Apr-23		Apr-22	
1: Gender Pay Gap - Hourly Rate	Mean %	Median %	Mean %	Median %
Difference in hourly rate Male v's Female	6.9%	18.4%	11.8%	25.3%
2: Gender Pay Gap - Bonus	Mean %	Median %	Mean %	Median %
Difference in Bonus payments Male v's Female	12.2 %	39.1%	3.8%	8.9%
3: Proportion of staff receiving bonus	Males %	Females %	Males %	Females %
	83.7%	79.9%	73.3%	86.3%
4: Employees by pay Quartile	Males %	Females %	Males %	Females %
Lower quartile	26.5%	73.5%	20.3%	79.7%
Lower middle quartile	27.7%	72.3%	25.3%	74.7%
Upper middle quartile	69.9%	30.1%	77.2%	22.8%
Upper quartile	54.9%	45.1%	55.7%	44.3%
No of Staff	Male	Female	Male	Female
Relevant Employees	166	199	146	183
Full Pay Relevant Employees	148	183	141	175

About WCF

WCF has a diverse range of businesses across multiple sectors, in retail, leisure and bulk oil distribution. The diversity of our businesses leads to considerable differences in roles between the various sectors and this is reflected in the gender pay calculations.

Report Summary

Our 2023 gender pay gap figures show that there was a mean hourly rate difference at April 2023 of 6.9% between our male and female employee owners. This is a decrease of 4.9% from our 2022 reporting.

The improvement to our mean scoring is due to the positive action of becoming an accredited Real Living Wage Employer from November 2022. Within our retail sector we have a large proportion of female employee-owners, who benefited from this.

45% of our workforce is male, with 64% of our male employee owners employed in our fuel distribution businesses. This is a highly regulated industry, with all oil tanker drivers requiring specialised training in the handling of dangerous goods. The hourly pay rates reflect their required levels of professional competence. We benchmark our tanker driver pay with others in



the industry annually to ensure that our rates remain competitive. We also introduced a Winter retention bonus for our drivers, due to the volatility in HGV driver market, to ensure that we retained enough drivers during our peak season; this is impacting the Mean & Median results for 2023.

59% of our female employee owners work within retail, either in mail-order/e-commerce or in one of our retail stores. Retail businesses typically employ a higher number of part-time workers. 42% of our female workforce are part-time compared to only 10% of male. Of these, 43% 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 lowest benchmark, however from November 2022 we are paying the Real Living Wage as a starting wage for all employees. This is still 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 in line with prior year reporting.

In addition to discretionary personal awards, an annual employee ownership dividend award is paid to all eligible employee owners each November in respect of profits earned in the previous financial year. This employee ownership award is paid equally regardless of gender and role, but is pro-rata to basic hours worked and length of service in that financial year. In relation to staff that don't receive a bonus, this is simply due to new employee owners on the payroll at the snapshot date who weren't employed within the qualifying period for the November 2022 annual bonus.

Equal Opportunities

We are committed to promoting equality of opportunity for all employee owners 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 employee owners 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', is positioned above the printed name.

Jo Ritzema - Managing Director

March 2024