

Gender Pay Gap – April 2024

Statutory Calculations	Apr-24		Apr-23	
1: Gender Pay Gap - Hourly Rate	Mean %	Median %	Mean %	Median %
Difference in hourly rate Male v's Female	6.2%	16.5%	6.9%	18.4%
2: Gender Pay Gap - Bonus	Mean %	Median %	Mean %	Median %
Difference in Bonus payments Male v's Female	12.2 %	72.8%	12.2%	39.1%
3: Proportion of staff receiving bonus	Males %	Females %	Males %	Females %
	75.8%	68.2%	83.7%	79.9%
4: Employees by pay Quartile	Males %	Females %	Males %	Females %
Lower quartile	25.0%	75.0%	26.5%	73.5%
Lower middle quartile	14.8%	85.2%	27.7%	72.3%
Upper middle quartile	76.5%	23.5%	69.9%	30.1%
Upper quartile	49.4%	50.6%	54.9%	45.1%
No of Staff	Male	Female	Male	Female
Relevant Employees	153	214	166	199
Full Pay Relevant Employees	135	188	148	183

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. In December 2023 WCF acquired Bella di Notte with 40 employees, a direct mail business with predominately female employees.

Report Summary

Our 2024 gender pay gap figures show that there was a mean hourly rate difference at April 2024 of 6.2% between our male and female employee owners. This reduced the differential in hourly rate by 10% from our 2023 reporting and reflects the acquisition of Bella di Notte.

We continue to be a real living wage employer.

42% of our workforce is male, compared to 45% in 2023, 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 paid a Winter retention bonus to 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 2024.

70% 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. 47% of our female workforce are part-time compared to only 4% of male. Of these, 36% work within our retail stores. This suits their personal circumstances and allows operational flexibility especially in stores where there are low staff numbers. The Retail sector normally refers to the National Minimum Wage as its lowest benchmark, however from November 2022 WCF pay 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.

54% of our senior management team are female, including our Executive Chair.

In addition to discretionary personal bonus 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 2023 annual bonus. The employees of Bella di Notte joined WCF in December 2023 and were therefore not eligible for the November 2023 payment.

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 - Executive Chair

March 2025