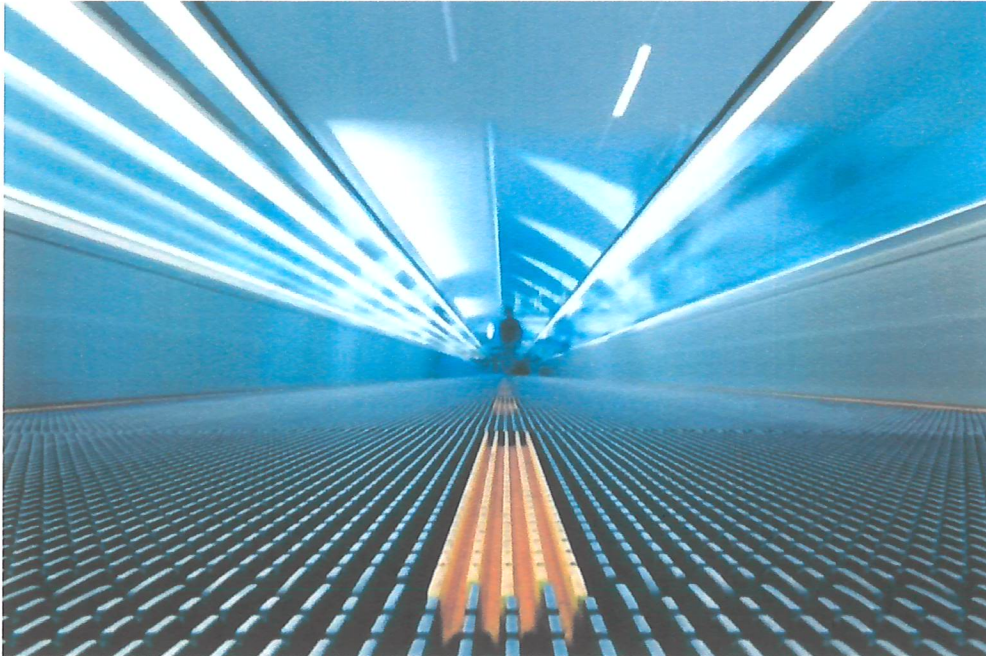


Westcoast Limited 2017 Gender Pay Report



Westcoast Limited is a diverse organisation where employees are encouraged to fulfil their ambitions and goals. Please find our Gender Pay Gap Report published below.

Pay and bonus information

On the 5th April 2017, Westcoast Limited employed 332 relevant male employees and 220 relevant female employees.

As at the snapshot day of 5th April 2017 our mean overall hourly GPG was 26% and the median hourly GPG was 8%.

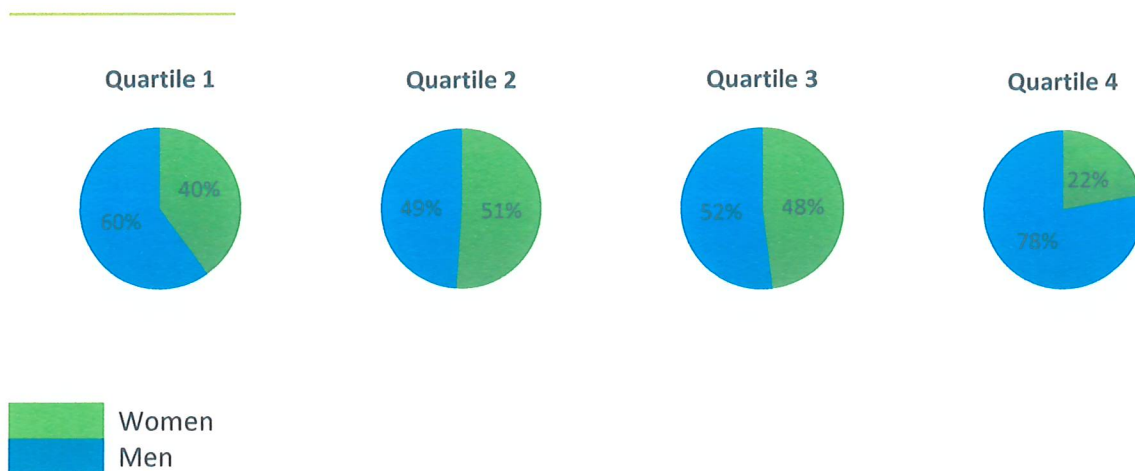
Our bonus population represents 85% of our overall employee population; the figures below have been calculated using the 12-month reference period to 5th April 2017.

The percentage of women who were paid bonus is 2% higher than the number of men; however, it is noted that the mean bonus difference is 54% and the median pay difference is 31%.

| | Mean | Median |
|------------|------|--------|
| Hourly pay | 26% | 8% |
| Bonus pay | 54% | 31% |

| | Men | Women |
|---|-----|-------|
| Those paid bonus within the 12 month reference period | 84% | 86% |

Pay Quartiles – these illustrate the gender distribution across Westcoast Limited in four equally sized quartiles.



Men are more highly represented in the lower quartile; however, the pay rates are equal between the sexes.

Men and women in the company are more evenly represented in the two middle quartiles and again the pay rates are fairly even with just 2% difference in the Lower Middle Quartile and 4% difference in the Upper Middle Quartile.

In the Upper quartile, of the 108 males represented 27% have started employment within the past three years and of the 30 women 37% have started employment within the past three years.

It is encouraging to see that women are being attracted to apply for and gain more leading roles within the company; we will continue to focus on maintaining this representation.

The Westcoast Limited Gender Pay Gap report has been published in accordance with the Equality Act 2010 (Gender Pay Gap information) Regulations 2017.

We confirm the data reported is accurate.

Sunil Madhani
Westcoast Limited Financial Director

Sarah Clarke
Westcoast Limited Payroll Manager