

# Gender Pay Gap Report 2023

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**WESTCOAST**

## OUR PEOPLE STATEMENT

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Westcoast Limited is committed to creating an inclusive workplace that embraces diversity and recognises the competitive advantage of our people, who are encouraged and enabled to fulfil their ambitions and goals.

Westcoast strives to make a difference to the lives of our people, our local communities, and the industries in which we work. These principles are reflected in the way we do business and in our company values.

Please find our Gender Pay Gap Report below.



# Gender Pay Gap 2023

On the 5th April 2023, Westcoast Limited employed **484 relevant male** employees and **363 relevant female** employees.

As at the snapshot day of 5th April 2023, our mean overall hourly GPG was 27% and the median hourly GPG was 17%, a **decrease in the mean of 1%** and an **increase in the median by 1%**, respectively.



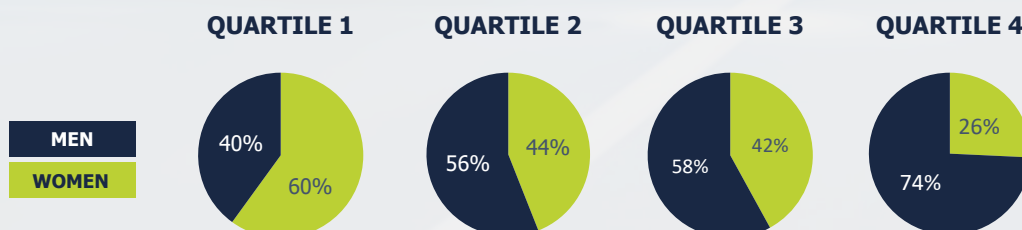
Our bonus population represents 85.2% of our overall employee population; the figures below have been calculated using the 12-month reference period to 5th April 2023.

The percentage of women who were paid bonus is 86%, and for men is 85%; the mean bonus pay difference is 62% and the median pay difference is 65%.

In 2023, the percentage of relevant females receiving bonus decreased by 1% whilst percentage of relevant males receiving bonus decreased by 2%. On a more positive note, the average bonus paid to female employees increased by 15.4% in 2023 as against 2022.

	MEAN	MEDIAN
Hourly Pay	27%	17%
Bonus Pay	62%	65%

	MEN	WOMEN
Those paid bonus within the 12-month reference period	85%	86%



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





# Driving Change

In 2023, we continued our commitment to establishing **more family policies** including menopause, supporting employees affected by pregnancy loss, domestic violence, and our fertility journey policy. Our recruitment practises continue to positively promote opportunities to a broad candidate demographic. External statistics showed we are proactively contacting **almost equal female to male** passive candidates. Our use of inclusive language and transparency of remuneration information promotes best practise.

## DEVELOPING OUR PEOPLE AND CULTURE

In 2023, Westcoast launched **Managing Essentials**, designed for current and aspiring managers to build competence in our management pipeline and provides an **equal opportunity** for all. Our Learning and Development team have pushed open the doors to accessibility of **developmental learning** using system integration and sponsorship of vocational qualifications.

## EDUCATION AND STEM

Our successful **Bright Sparks** programme reached out to over **1,000 students** in 2023 and, as well as attracting diverse talent for the future, is designed to attract girls into the IT channel. We also successfully launched and delivered **immersive work experience** groups at Westcoast promoting **STEM** subjects and our apprenticeship opportunities to young people.

## GOING FORWARD

We continue to commit to our **Westcoast Commits Programmes** of Gender Equality, Quality Education and Sustainable Consumption Environment to attract more young people and women to Westcoast and the IT channel. Our 2024 mission is to continue building a **positive and inclusive culture**, developing our **Employee Resource Group (ERG)/Forum** for women and other under-represented groups, and continuing our commitment to diversity and inclusivity.



WESTCOAST  
COMMITTS

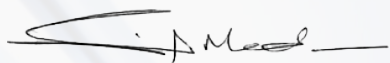




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The Westcoast Limited Gender Pay Gap report has been published in accordance with the **Equality Act 2010 (Gender Pay Gap information) Regulations 2017.**

We confirm the data reported is accurate.



**Sunil Madhani**

Westcoast Limited Financial Director



**Liz Mylum**

Westcoast Limited HR Director



**WESTCOAST**