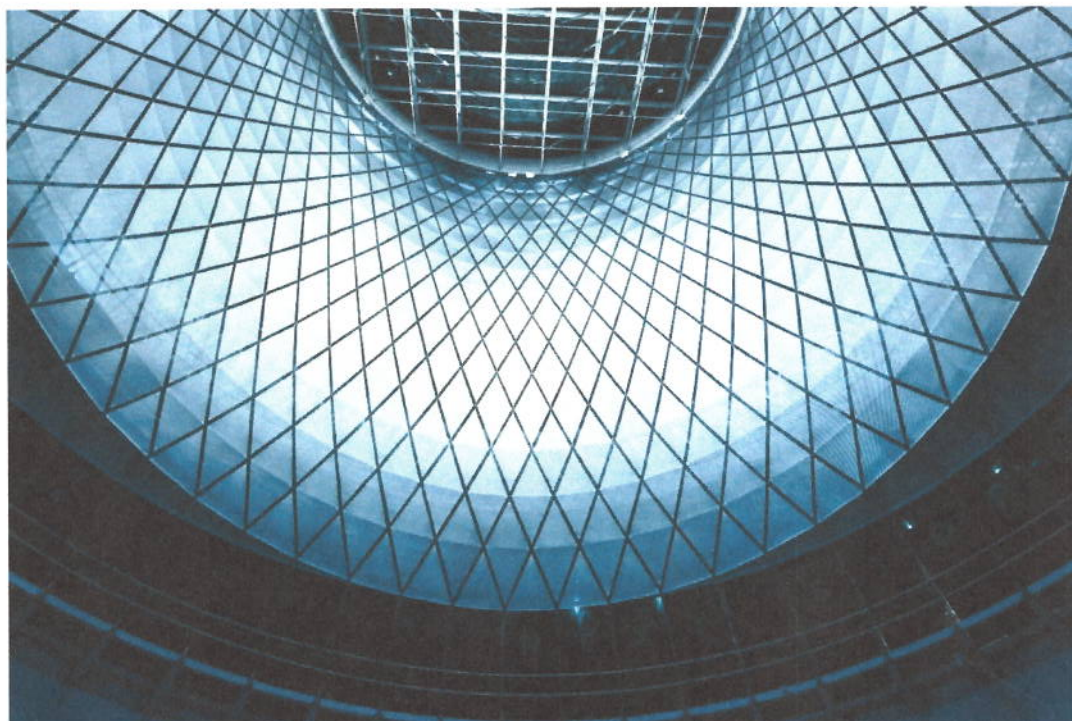


Westcoast Limited 2021 Gender Pay Report



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 2021, Westcoast Limited employed 384 relevant male employees and 298 relevant female employees.

As at the snapshot day of 5th April 2021 our mean overall hourly GPG was 25% and the median hourly GPG was 10%, an increase in the mean of 2% and a reduction in the median by 4% respectively.

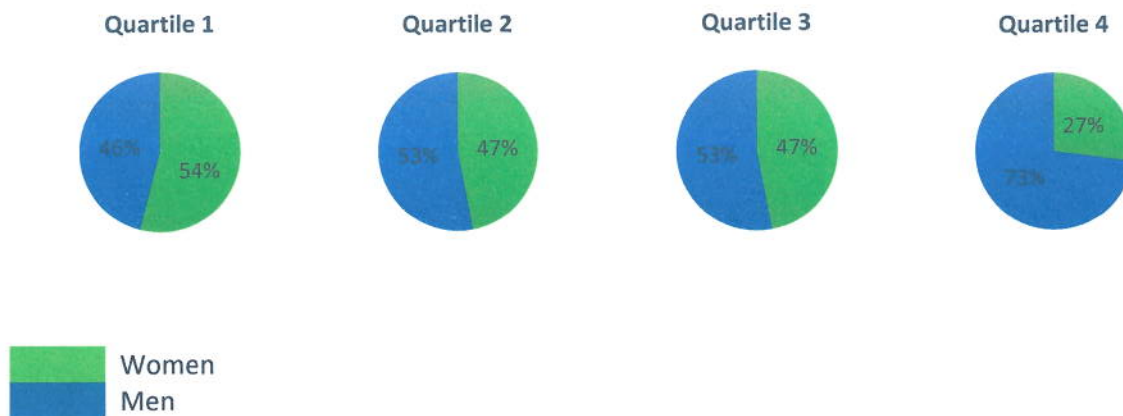
Our bonus population represents 85.5% of our overall employee population; the figures below have been calculated using the 12-month reference period to 5th April 2021.

The percentage of women who were paid bonus is 83% and men is 88%; the mean bonus pay difference is 63% and the median pay difference is 39%.

	Mean	Median
Hourly pay	25%	10%
Bonus pay	63%	39%

	Men	Women
Those paid bonus within the 12-month reference period	88%	83%

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



In 2021 there is a percentage increase of relevant females by 13.7%. This supports the continued progress made to recruit women into our Company. Each quartile has seen an increase of female to male representation overall.

In the Upper quartile, the percentage of female to male GPG has increased with 27% representation of female employees in this GPG period, a year-on-year percentage increase.

The Company continues to focus on developing programmes to support women into channel and leadership and increasing our drive to encourage young people into STEM with our Education programme.

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