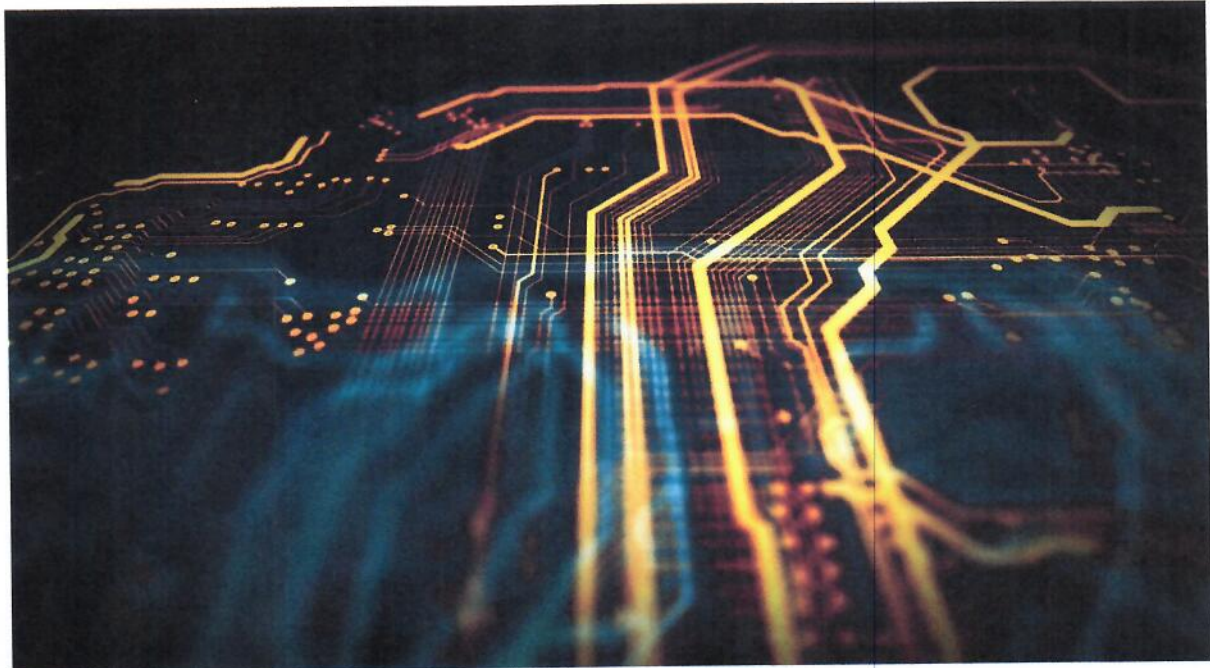


Westcoast Limited 2020 Gender Pay Report



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 2020, Westcoast Limited employed 362 relevant male employees and 257 relevant female employees.

As at the snapshot day of 5th April 2020 our mean overall hourly GPG was 23% and the median hourly GPG was 14%, a reduction of 2% and 1% respectively.

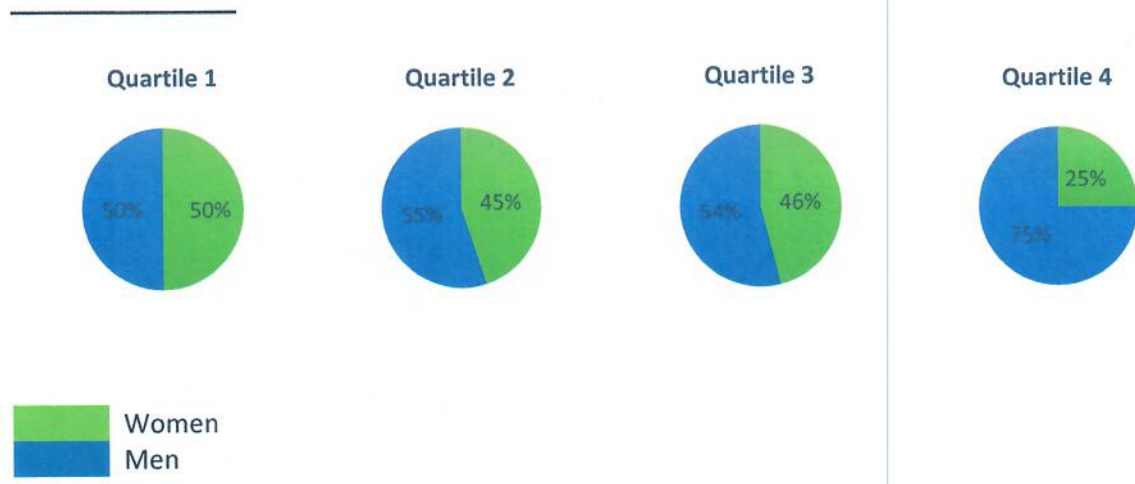
Our bonus population represents 89% of our overall employee population; the figures below have been calculated using the 12-month reference period to 5th April 2020.

The percentage of women who were paid bonus is 88% and men is 90%; the mean bonus pay difference is 59% and the median pay difference is 28%.

	Mean	Median
Hourly pay	23%	14%
Bonus pay	59%	28%

	Men	Women
Those paid bonus within the 12 month reference period	90%	88%

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



The percentage pay rates in quartile one demonstrates an equal representation of male and female employees. Quartile two has seen a slight increase of male representation, however quartile three has seen a greater increase in female representation.

In the Upper quartile, the percentage of female to male GPG has increased with 25% representation of female employees in this GPG period.

This is a reflection on the progress made within the Company to develop Managers and particular initiatives designed to influence our female employees to realise their potential.

The Company continues to focus on recruiting women into channel and encouraging 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 Head of Human Resource Management