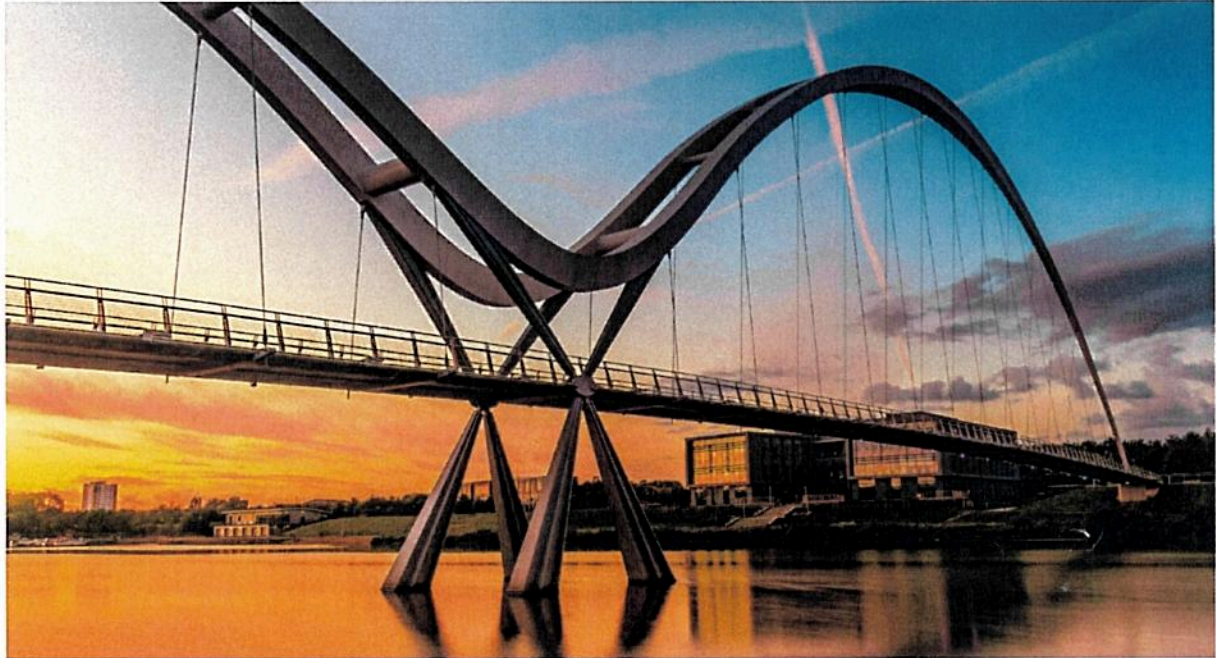


Westcoast Limited 2018 Gender Pay Report



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.

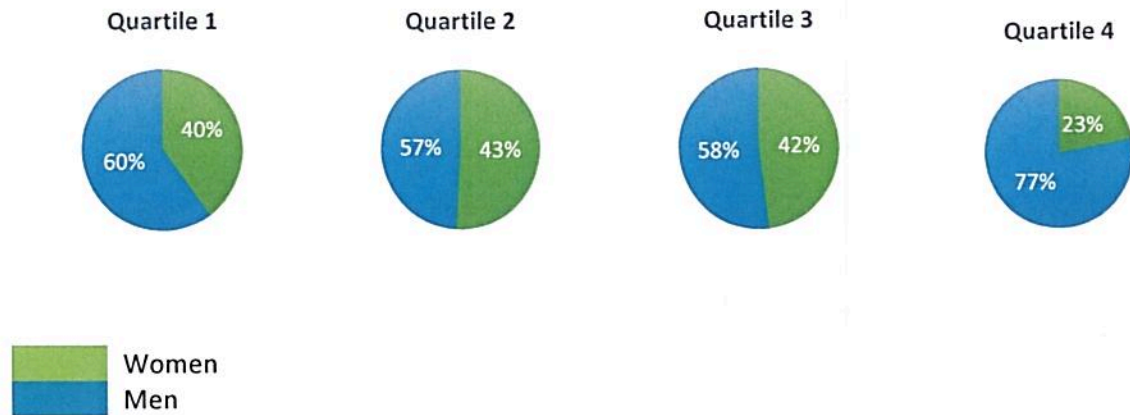
Pay and bonus information

On the 5th April 2018, Westcoast Ltd employed 369 relevant male employees and 216 relevant female employees.

	Mean	Median
Hourly pay	22%	10%

Our mean overall hourly GPG is 22% and the median hourly GPG is 10%.

Pay Quartiles



The representation of males to females in the lower quartile remains consistent, which comprises in the main of Warehouse employees. Here the pay rates are equal between men and women.

Male representation has increased in the two middle quartiles which has impacted the overall percentage in these areas.

In the Upper quartile, we have seen an even increase in male and female representation and the overall gender pay gap has reduced by 1%

Bonus Pay Gap

Our bonus population represents 86% of our overall employee population.

	Mean	Median
Bonus pay	56%	47%

The percentage of females who are paid bonus is 4% higher than the number of males, however it is noted that the mean pay difference is 56% and the median pay difference is 47%.

	Men	Women
Those paid bonus within the 12 month reference period	84%	88%

Gender Pay Gap Strategies

As part of Westcoast's goal to reduce the gender pay gap, the company is adopting a broad range of key strategies that seek to encourage more females into the IT industry and attract them to apply for and gain more senior roles.

Recruitment and Selection

We have dedicated talent acquisition specialists working as part of the 'Good Recruitment Campaign.'

Women's Sat Nav to Success programme

We are working with Diana Parkes, running the 'Women's Sat Nav to Success Programme' introducing success strategies identified through research, providing a tool for Women to understand their career potential and accelerate their progression. It also provides an opportunity to discuss and open up conversations about the critical economic values gender diversity delivers.

Here at Westcoast we are working to understand the factors that are affecting women's progression within the industry and clarifying the opportunities that are available to create real change.

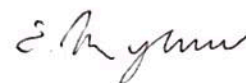
CSR focus

Encouraging young people into STEM subjects with our Award nominated Westcoast Brightsparks programme.

We confirm the data reported is accurate.



Sunil Madhani
Westcoast Limited Financial Director



Liz Mylum
Westcoast Limited HR Manager