

GENDER PAY REPORT

VOW Europe Ltd is **committed to the principle of equal opportunities** and equal treatment for all employees, regardless of gender, race, religion or belief, age, marriage or civil partnership, pregnancy/maternity, sexual orientation, gender reassignment or disability. Our aim is to make the best use of the diverse backgrounds, skills, knowledge and experience of all those who work for us. We encourage a diverse culture in which we value our employees for being themselves. It is our people that make us successful and such diversity is a rich source of competitive advantage.

In line with the Government's commitment to tackle gender inequality, VOW Europe Ltd will publish data showing the pay gap between our male and female employees.

What is gender pay?

A gender pay gap is a measure of the difference in average pay or men and women across an entire organisation, regardless of the nature or level of their work. It highlights the different number of men and women across all roles. It is different from an equal pay comparison which involves a direct comparison of two people or groups of people carrying out the same work or work of an equal value



Our Data

As of the snapshot date (04 April 2023), the data below shows the overall mean and median gender pay and bonus gaps of VOW Europe Ltd, based on hourly rates of pay.

| | Mean | Median |
|-----------|-------|--------|
| Pay Gap | -4.8% | -6% |
| Bonus Gap | 5.3% | 15.3% |

The percentage shown is the difference in overall mean and median pay and bonus between men and women. A negative figure indicates a higher percentage paid to women and a positive figure indicates a higher percentage paid to men.

Pay Gap

Both the mean and median pay gap data show women are paid a higher percentage than men. The overall median Gender Pay Gap was -6% - and increase of just over 1% since 2022, whilst the overall mean Gap was 4.8%, a slight decrease of 0.6% since 2022.

It is important to recognise the discrepancies between male and female salaries are a consequence of the nature of the roles available across the group and similarly that our colleague's pay depends on the role they perform, regardless of their gender.

There are significantly more male employees across VOW Europe Ltd, with a large proportion of these working within the Warehouse and Distribution functions. It is generally acknowledged that these are male dominated roles and salaries across these functions are consistent. There are a significant number of female employees working within the sales, support and Group functions, some of which carry higher salaries and earning opportunities than operational positions.

Through analysis of 2023's data we continue to be confident that any gender pay gap does not stem from paying men and women differently for the same or equivalent work. Employees were awarded a cost of living increase during the 2022/2023 year regardless of role, gender or other status. Any gender pay gap is the result of the specific roles in which men and women work within the organisation at varying different levels.

Bonus Gap

The mean Bonus Gap has dramatically decreased from 14.3% in 2022 to 5.3% in 2023. Whilst a great step, we acknowledge there is more to do to further reduce this gap such as encouraging females to progress into more senior roles potential, which opens the opportunity to be placed on the Senior Leadership Bonus Scheme.

The median bonus gap has increased by from -6.2% to 15.3%. Whilst we acknowledge that this appears to be a backwards step, this shift can be explained by small natural movement within the senior leadership team rather than a large shift in female roles and salaries.

Employees in like for like roles are entitled to the same bonus opportunities. Bonuses vary between roles and are assessed by performance against targets, not gender. We are aware that our bonus pay gap will vary each year depending on individuals achieving bonus trigger points.

Bonus Pay:

Female: **61.3%** Male: **26.9%**

Future Plans

Our pay structure is completely gender neutral. We are committed to maintaining, and further improving, our gender pay gaps by encouraging a balanced gender mix into roles that are typically underrepresented. We continually strive to encourage and attract new colleagues into what may traditionally have been male dominated positions through specific recruitment drives and by understanding flexible working requirements.

We are committed to developing a strategy to attract and promote more women to senior higher paid roles within the business. We hope to empower and encourage our colleague's self-development by continuing to invest in leadership training and progressing future talent, ensuring all employees irrespective of gender can reach their full potential.

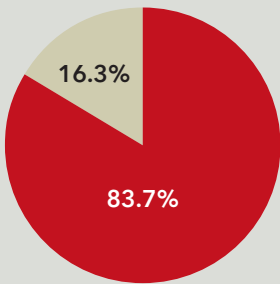
We remain committed to building a diverse and inclusive workforce within a fair working environment that inspires our current employees and continues to attract others to joining us. We have also launched ED&I goals across the group which has included but not limited to a new policy being published, and mandatory training for all employees, commencing with the leadership and management teams.

Quartile Comparison

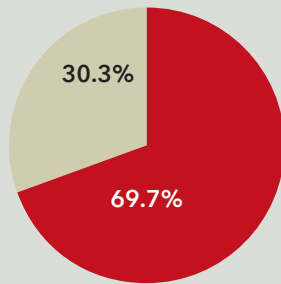
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There has been an increase in the percentage of males within each quartile, the largest being within the lower quartile. There have been difficulties in recruiting females into the Warehouse and Driver positions that fall within this lower quartile and this has consequently resulted in the recruitment of more men. The business continues to address this in future recruitment initiatives, inline with our ED&I corporate goals.

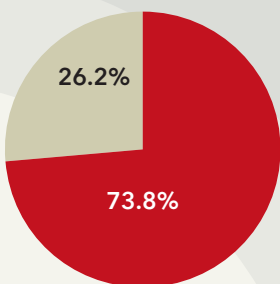
A - Lower Quartile



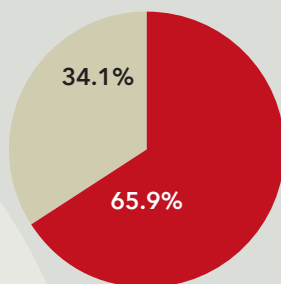
B - Lower Middle Quartile



C - Upper Middle Quartile



D - Upper Quartile



■ Male ■ Female

We will continue to ensure that we are monitoring our gender pay gap regularly across the business.

VOW
WHOLESALE