

GLOUCESTERSHIRE GATEWAY LIMITED

Gender Pay Gap Report

2023

Gender Pay Gap

I am pleased to report our Gender Pay Gap figures for 2023. It is important to us that we work to reduce or eliminate our gender pay gap and I am delighted to be able to report such a small gender pay gap, with our median gender pay gap being zero. Our mean bonus pay gap is a result of paying slightly higher average bonus payments to women than men, but again I am pleased to report that our median bonus pay gap is also zero. This reflects our continuing commitment to eliminating the gender pay and we will continue to review our progress in this area.

I can confirm that the data provided in this report is accurate.

Sarah Dunning, Chair



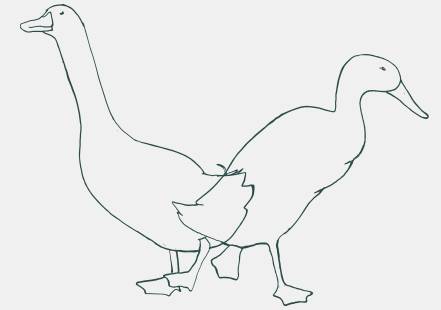
Sarah Dunning
Chair

-0.1%

mean gender pay gap

0%

median gender pay gap



What is our gender pay gap?

We employ large numbers of colleagues from our local communities in various roles including butchers, chefs, service leaders and team members as well as various management roles, providing opportunities regardless of gender.

We are pleased to report that our gender pay gap is minimal, with mean hourly rates of pay being only 0.1% higher for women than for men. Our median gender pay gap is zero.



-9.8%

mean bonus gender pay gap

0%

median bonus gender pay gap

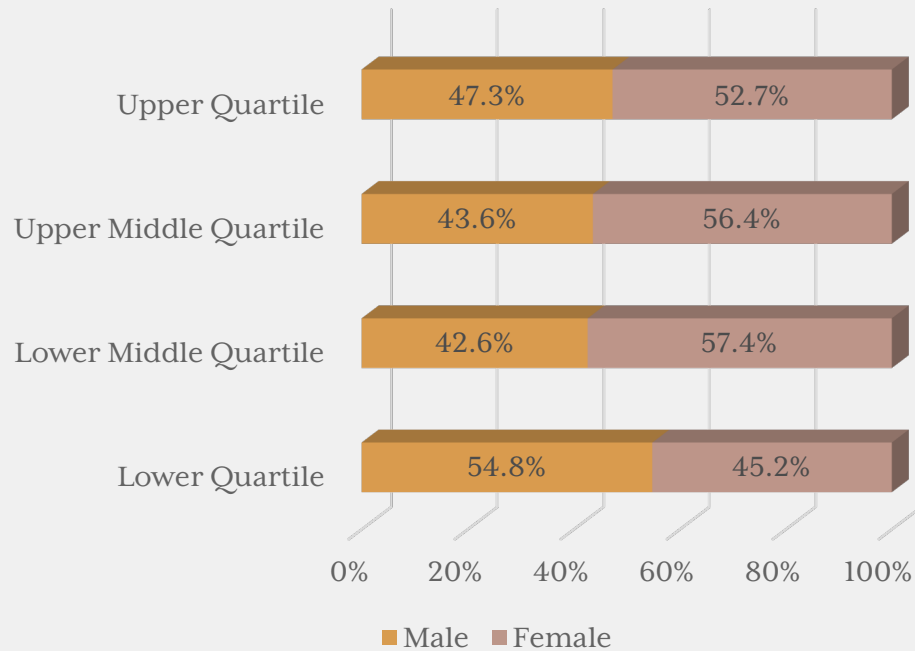
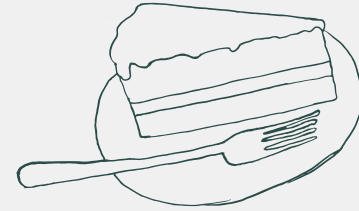
Bonus pay gap

Our bonus payments are predominantly related to long service awards and rewards for exceptional performance which are of course unrelated to gender.

More bonuses were awarded to women than men and the average payments were slightly higher, which has resulted in a negative bonus gender pay gap.

Our median bonus pay gap is zero.

Bonuses were awarded to 7.5% of female colleagues and 2.2% of male colleagues.



Quartile Distribution

Across Westmorland Limited, around 60% of colleagues are women.

However this is not equally split across all quartiles with women proportionally under represented in the Upper Quartile and over represented in the Upper Middle Quartile.

The highest earners are in the Upper Quartile and with more men in higher paid positions than women, this results in a higher mean gender pay gap.