

WESTMORLAND LIMITED

Gender Pay Gap Report

2023

Gender Pay Gap

Our gender pay gap results for 2023 show that we have a median gender pay gap of zero, which is significantly better than the national average and reflects our commitment to gender diversity across the company.

However we continue to seek to improve our gender pay gap, with particular emphasis on our senior roles and the awarding of bonuses, which is an area we will be reviewing in future with a view to improving female representation where possible.

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

Nabil Subuh

Chief Executive



Nabil Subuh

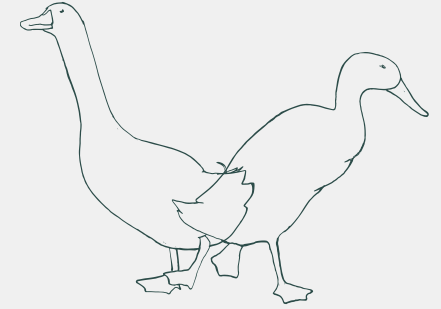
Chief Executive

11.2%

mean gender pay gap

0%

median gender pay gap



What is our gender pay gap?

Our average (mean) pay for men is 11.2% higher than for women, with median pay being the same.

This is principally due to the higher representation of males in senior roles, which increases the average pay for men. Median pay is unaffected by particularly high or low figures giving a representation of pay at the mid point of the scale. This figure is the same for both women and men.



40.5%

mean bonus gender pay gap

15.6%

median bonus gender pay gap

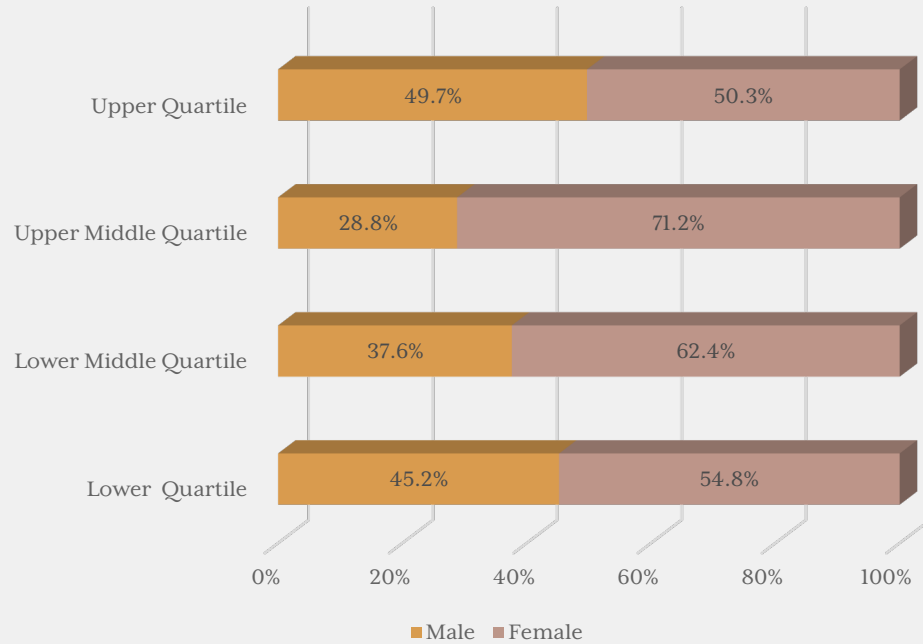
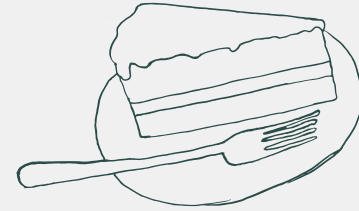
Bonus pay gap

Our bonuses are awarded on set criteria regardless of gender.

Bonuses are awarded for various reasons including as part of our long service awards as well as rewards for performance.

As with gender pay, higher representation of males in positions that qualify for bonuses affects the bonus pay gap.

Bonuses were awarded to 7.8% of female colleagues and 7.6% 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.