

Gender Pay Gap Report 2022



OUR PEOPLE STATEMENT

Westcoast Limited is committed to creating an inclusive workplace that embraces diversity and recognises the competitive advantage of our people, who are encouraged and enabled to fulfil their ambitions and goals.

Westcoast strives to make a difference to the lives of our people, our local communities, and the industries in which we work. These principles are reflected in the way we do business and in our company values.

Please find our Gender Pay Gap Report below.



Gender Pay Gap 2022

On the 5th April 2022, Westcoast Limited employed **429 relevant male** employees and **309 relevant female** employees.

As at the snapshot day of 5th April 2022 our mean overall hourly GPG was 28% and the median hourly GPG was 16%, an **increase in the mean of 3%** and an **increase in the median by 4%** respectively.



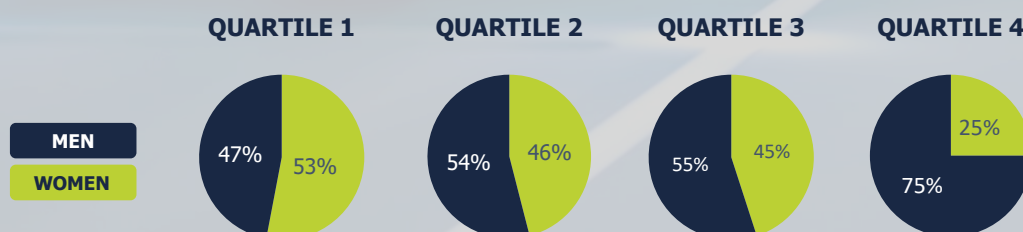
Our bonus population represents 87% of our overall employee population; the figures below have been calculated using the 12-month reference period to 5th April 2022.

The percentage of women who were paid bonus is 87%, an increase of 4% and men is 87%; the mean bonus pay difference is 62% and the median pay difference is 49%.

In 2022 there is a percentage increase of relevant females receiving a bonus by 4.0% and the total amount of bonus paid to females has increased by 13.6%. This despite there being a slight decrease in female representation overall. The mean bonus pay gap has remained constant.

	MEAN	MEDIAN
Hourly Pay	28%	16%
Bonus Pay	62%	49%

	MEN	WOMEN
Those paid bonus within the 12-month reference period	87%	87%



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



Driving Change

In 2021/22 the company **enhanced our family policies**, including maternity, adoption and paternity leave and have complemented these with **new leave and flexible working policies** to support evolving family dynamics. Our recruitment practises and policies positively promote opportunities to a broad candidate demographic.



DEVELOPING OUR PEOPLE AND CULTURE

We delivered **ED&I training** to all our employee's based in the UK and Ireland and have embedded the learning into all inductions and management training. In 2022 our **Women in Tech initiative** with Diana Parkes delivered a further successful 'Sat Nav for Women' programme.

RECOGNITION

Westcoast is proud to have won the 2022 Thames Valley Chamber of Commerce '**Equality and Diversity Award**' and we celebrated together at the **CRN Women and Diversity in Channel Awards** in October 2022, recognising an astonishing number of nominees and Finalists of both Westcoast women and our male allies.

GOING FORWARD

We continue to drive our **Westcoast Commits** Programmes of Gender Equality, Quality Education and Sustainable Consumption Environment to attract **more young people and women** to Westcoast and the IT channel. Our 2023 mission is to continue building a positive and inclusive culture and to work with more schools, more students and education leavers to elevate the IT channel as a prospective and successful career path.



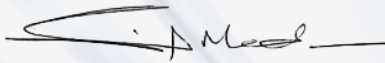
**WESTCOAST
COMMITTS**



We recognise Westcoast is influential as a distribution leader to
continue our commitment to **gender equality
& inclusivity.**

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 HR Director



WESTCOAST