

Gender Pay Report – Published April 25

This pay report relates to Americold Whitchurch Ltd.'s employment figures as at [April 2024](#). Our total headcount was [354](#) employees.

Gender Profile

The table below shows the number of men and women employed by Americold Whitchurch Ltd.

	No. of Employees	No. of Employees as a %
Men	298	84.18%
Women	56	15.82%
Total no. of Employees	354	100.0%

Company Roles

The below shows the percentage of employees working within the three areas of our business.

Business Area	% of Employees
Warehouse & Maintenance	46.6%
Drivers	30.2%
Administration & Management	23.3%

Pay Quartiles

The table below shows the proportion of male and female employees across the company by Quartile Pay Bands as at the snapshot date of the [5th April 2024](#).

	Lower Quartile	Lower-middle Quartile	Upper-middle Quartile	Upper Quartile
Men	74.7%	77.6%	97.3%	86 %
Women	25.3%	22.4%	2.7%	14 %

Pay and Bonus Difference

The table below shows the mean and median hourly gender pay gap, and the mean and median bonus gap as at the snapshot date of the [5th April 2024](#).

	Mean	Median
Hourly Pay	6.2%	16.8%
Bonus	38.8%	0%

Proportion of Employees receiving a bonus

	%
Men	97.3%
Women	98.2%

Pay and Bonus Difference Narrative

Analysis of the gender pay gap shows that it is largely driven by two key factors, the first being that we have a much higher percentage of male employees across the business and secondly, we have more men in senior higher-paid roles.

Statement of Accuracy

I confirm that the information published in this document is accurate.

A handwritten signature in black ink, appearing to read "Kieran Quinlan".

Kieran Quinlan
General Manager
March 2025