

Gender Pay Report – Published April 2026

This pay report relates to Americold Whitchurch Ltd.'s employment figures as at April 2025. Our total headcount was 352 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	287	81.5%
Women	65	18.5%
Total no. of Employees	352	100.0%

Company Roles

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

Business Area	% of Employees
Warehouse & Maintenance	42%
Drivers	24%
Administration & Management	34. %

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 2025.

	Lower Quartile	Lower-middle Quartile	Upper-middle Quartile	Upper Quartile
Men	72.7%	75.8%	92.4%	89.2%
Women	27.3%	24.2%	7.6%	10.8%

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 2025.

	Mean	Median
Hourly Pay	2.3%	11.4%
Bonus	34.4%	0%

Proportion of Employees receiving a bonus

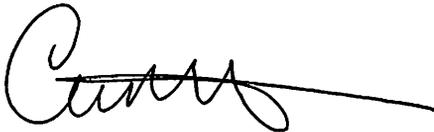
	%
Men	82.6%
Women	86.2%

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. The second factor also accounts for the bonus gap.

Statement of Accuracy

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

A handwritten signature in black ink, appearing to read 'Craig Ward', with a long horizontal line extending to the right.

Craig Ward
General Manager
April 2026