



## Gender Pay Report – Published March 2024

This pay report relates to Americold Whitchurch Ltd.'s employment figures as at [April 2023](#). Our total headcount was [426](#) 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 %
<b>Men</b>	<a href="#">361</a>	<a href="#">84.7%</a>
<b>Women</b>	<a href="#">65</a>	<a href="#">15.3%</a>
<b>Total no. of Employees</b>	<a href="#">426</a>	<a href="#">100.0%</a>

### Company Roles

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

Business Area	% of Employees
<b>Warehouse &amp; Maintenance</b>	<a href="#">44.6%</a>
<b>Drivers</b>	<a href="#">30.8%</a>
<b>Administration &amp; Management</b>	<a href="#">24.6%</a>

### 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 [5<sup>th</sup> April 2023](#).

	Lower Quartile	Lower-middle Quartile	Upper-middle Quartile	Upper Quartile
<b>Men</b>	<a href="#">81.1%</a>	<a href="#">80.2%</a>	<a href="#">92.6%</a>	<a href="#">86.5%</a>
<b>Women</b>	<a href="#">18.9%</a>	<a href="#">19.8%</a>	<a href="#">7.4%</a>	<a href="#">13.5%</a>

### 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 [5<sup>th</sup> April 2023](#).

	Mean	Median
<b>Hourly Pay</b>	<a href="#">1.5%</a>	<a href="#">12.1%</a>
<b>Bonus</b>	<a href="#">69.3%</a>	<a href="#">0%</a>

### Proportion of Employees receiving a bonus

	%
<b>Men</b>	<a href="#">99.2%</a>
<b>Women</b>	<a href="#">96.9%</a>



### **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.

**Kieran Quinlan**  
**General Manager**  
March 2024