

## 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 %
<b>Men</b>	<a href="#">298</a>	<a href="#">84.18%</a>
<b>Women</b>	<a href="#">56</a>	<a href="#">15.82%</a>
<b>Total no. of Employees</b>	<a href="#">354</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="#">46.6%</a>
<b>Drivers</b>	<a href="#">30.2%</a>
<b>Administration &amp; Management</b>	<a href="#">23.3%</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 2024](#).

	Lower Quartile	Lower-middle Quartile	Upper-middle Quartile	Upper Quartile
<b>Men</b>	<a href="#">74.7%</a>	<a href="#">77.6%</a>	<a href="#">97.3%</a>	<a href="#">86 %</a>
<b>Women</b>	<a href="#">25.3%</a>	<a href="#">22.4%</a>	<a href="#">2.7%</a>	<a href="#">14 %</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 2024](#).

	Mean	Median
<b>Hourly Pay</b>	<a href="#">6.2%</a>	<a href="#">16.8%</a>
<b>Bonus</b>	<a href="#">38.8%</a>	<a href="#">0%</a>

### Proportion of Employees receiving a bonus

	%
<b>Men</b>	<a href="#">97.3%</a>
<b>Women</b>	<a href="#">98.2%</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.

## **Statement of Accuracy**

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

A handwritten signature in black ink, appearing to read 'K. Quinlan', with a long horizontal flourish extending to the right.

**Kieran Quinlan**  
**General Manager**  
March 2025