



## Gender Pay Report – Published March 2023

This pay report relates to Americold Whitchurch Ltd.'s employment figures as at [April 2022](#). Our total headcount was [420](#) employees.

### Gender Profile

The table below shows the number of men and women employed by Grocontinental.

	No. of Employees	No. of Employees as a %
Men	356	84.8%
Women	64	15.2%
<b>Total no. of Employees</b>	<b>420</b>	<b>100.0%</b>

### Company Roles

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

Business Area	% of Employees
Warehouse & Maintenance	44.3%
Drivers	30.5%
Administration & Management	25.2%

### 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 2022](#).

	Lower Quartile	Lower-middle Quartile	Upper-middle Quartile	Upper Quartile
Men	77.2%	82.8%	95.7%	88.2%
Women	22.8%	17.2%	4.3%	11.8%

### 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 [5<sup>th</sup> April 2022](#).

	Mean	Median
Hourly Pay	6.4%	14.1%
Bonus	42.7%	83.3%

### Proportion of Employees receiving a bonus

	%
Men	94.1%
Women	90.6%

## **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 'K. Quinlan', with a long horizontal flourish extending to the right.

**Kieran Quinlan**  
**General Manager**  
March 2023