

Gender Pay Gap Report 2025

Based on the snapshot date of 5th April 2024

LWC Drinks LTD and Hills Prospect LTD

Overview

At LWC, we prioritise our employees and foster a supportive work environment that promotes equal opportunities for career growth, irrespective of gender. We provide comprehensive training and development programmes, including management training courses and support for obtaining role specific qualifications across all areas of the business, available to all employees.

In September 2023, LWC acquired Hills Prospect LTD. Since then, both companies have been working diligently and conjunctively to integrate operations and provide Hills Prospect employees with access to LWC's comprehensive training and development programmes. This includes the Women's Network and the enhanced maternity and paternity policies, both launched in 2023.



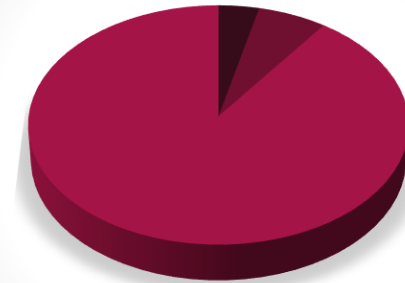
Ordinary Pay Gap: Median

At LWC Drinks, the median gender pay gap for gross hourly earnings is -4.1%, indicating that, on average, female employees earn 4.1% more per hour than their male colleagues.

This trend has been consistent over the years. In 2023, the company reported a median gender pay gap of -1.4%, demonstrating a narrowing of the gap compared to previous years. However, the gap has widened again, primarily due to an increased proportion of females in corporate roles.

In comparison, the UK national average gender pay gap for full-time workers in 2024 stands at 7% in favor of men, reflecting a gradual decline from 7.7% in 2023, a reduction of 0.5%.

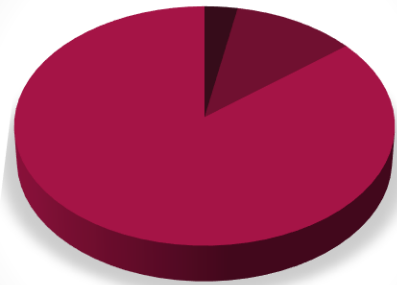
Ordinary pay Gap: Median



■ LWC Drinks Ltd -4.1% ■ UK National Average 7%

Ordinary Pay Gap: Mean

Ordinary pay Gap: Mean

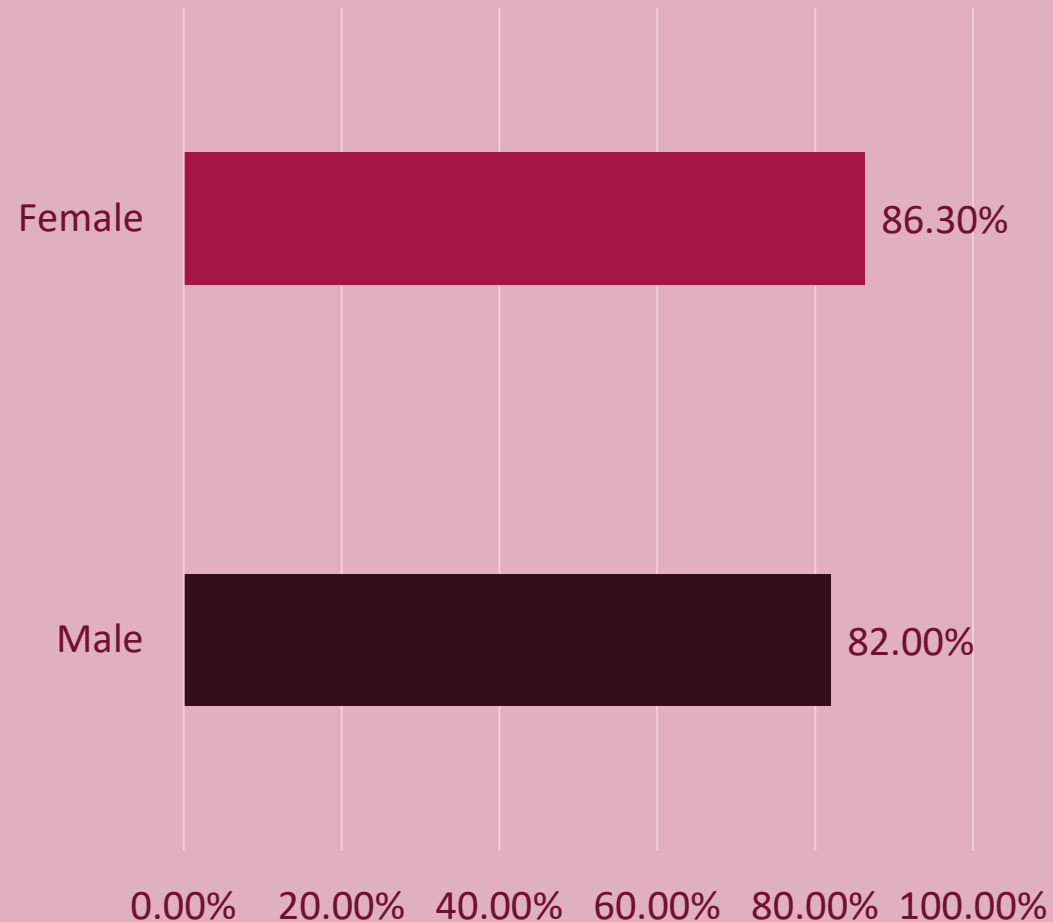


■ LWC Drinks Ltd -3.5% ■ UK National Average 13.10%

In addition to analysing median pay, we have also reviewed the mean ordinary pay gap, which measures the difference between the average hourly earnings of male and female employees. For 2024, LWC Drinks reports a mean ordinary pay gap of -3.5%, aligning with our median pay gap and indicating that, on average, female employees earn more than their male colleagues. This figure remains consistent with the 2023 reported mean gap of -3.6%, reflecting a slight reduction in the disparity.

While these figures indicate a slightly higher pay gap between male and female employees, it is important to consider that mean pay can be influenced by extreme values, such as exceptionally high or low bonuses or an increase in younger employees and apprentices being employed. Therefore, the median pay gap provides a more accurate representation of the typical pay distribution within the company.

Bonus Payments



This chart includes any bonuses or commissions paid to employees as of the snapshot date of 5th April 2024.

The figures show that LWC Drinks awarded bonuses to many employees, with 4.3% more females receiving bonuses than males. This difference is largely due to the payment structure for a proportion of our distribution staff, who receive their bonuses quarterly. By the financial year end, many of these employees may have already received their bonuses in previous payroll cycles.

These figures reflect the company's ongoing commitment to ensuring bonuses are distributed fairly based on objectives and key performance indicators.

Currently, we are working on implementing salary bandings across the company to further align salaries and bonuses, promoting greater fairness and transparency.

Bonus Payments

-3.3%

Median Difference in Bonus

Further analysis of the bonus payments, show the 2024 figures differ significantly from previous years. When compared to 2023, which reported a -15.8%, it appears that the gap has narrowed considerably. However, this may not be a fully accurate reflection.

-21%

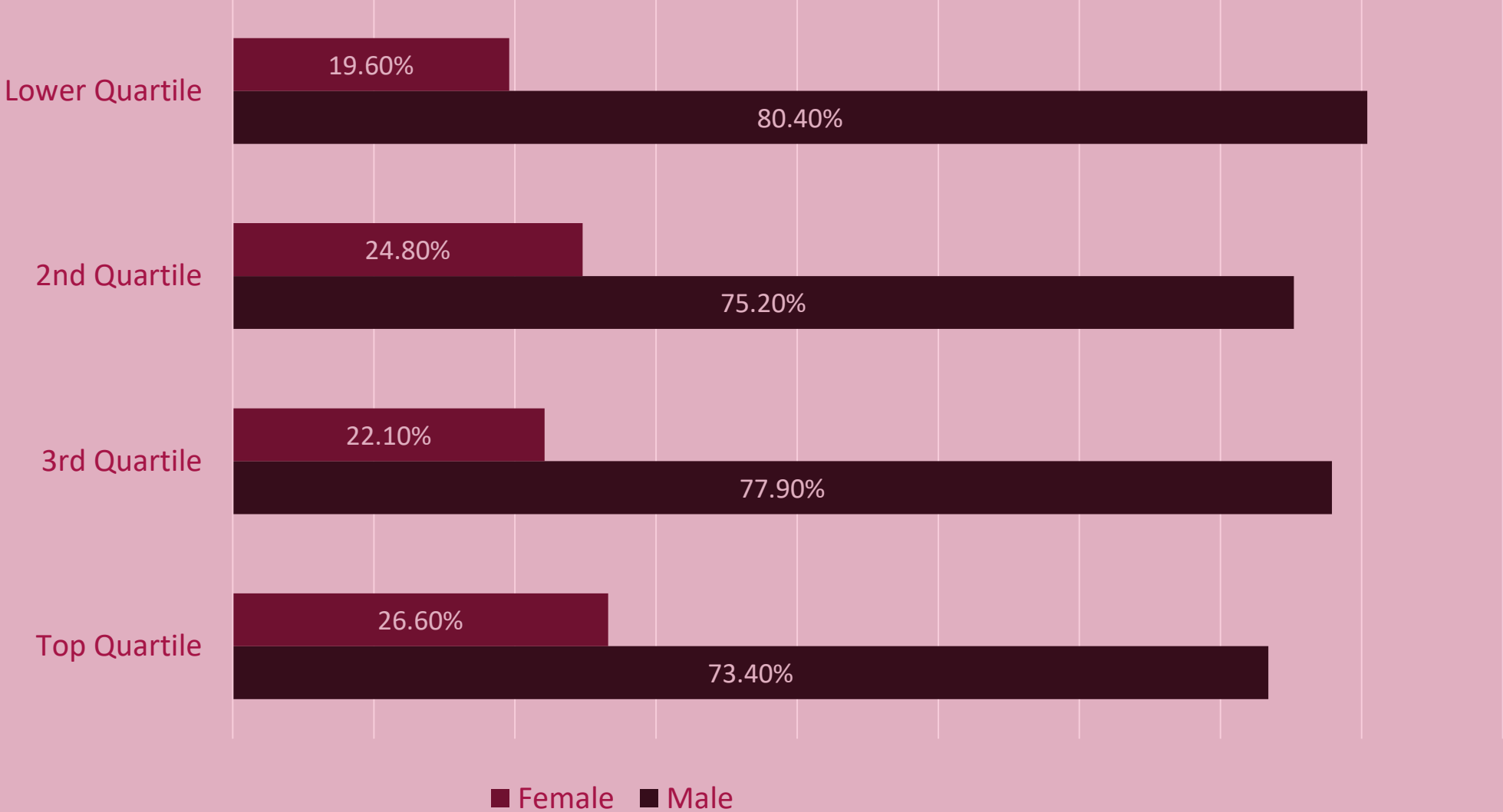
Mean Difference in Bonus

LWC continues to have a higher proportion of male employees in the large operational and distribution sectors of the business, which generally involve lower paid roles and, as a result, lower bonus payments.

While the company is committed to ensuring equal bonus entitlement for male and female employees, the entitlement and value of bonuses still vary depending on the specific job roles within the business.

That said, when comparing the reported figure for 2024 to 2023, the gap has narrowed significantly, from -33.5% to -21%. This demonstrates the progress LWC is making in enforcing KPIs and streamlining pay bands across depots.

Pay Quartiles



Pay Quartiles

The pay quartile data reveals disparities in the proportion of male and female employees at different earning levels within LWC. While men dominate all pay quartiles, there is a gradual increase in female representation in higher-paid positions. This aligns with the fact that LWC has a higher concentration of women in corporate roles.

Women make up only 19.6% of the bottom quartile, indicating that a larger proportion of lower-paid roles are occupied by men. This may be due to the nature of LWC's workforce, where roles such as warehouse and driving positions are typically male dominated professions. The top quartile is predominantly male, with 73.4% of high earners being men. While there is a slight increase in female representation at senior pay levels, the data highlights that the highest salaries are still largely held by male employees.

Given that LWC operates within the distribution industry, the workforce is naturally made up of male dominated roles such as logistics, driving, and warehouse operations. However, the presence of more women in corporate roles suggests progress in diversifying pay structures at higher levels.

While LWC's workforce is predominantly male due to industry trends, the data shows increasing female representation in higher pay quartiles. However, the overall gender pay distribution highlights the need for continued efforts to address imbalances and create opportunities for women across all levels of the business.

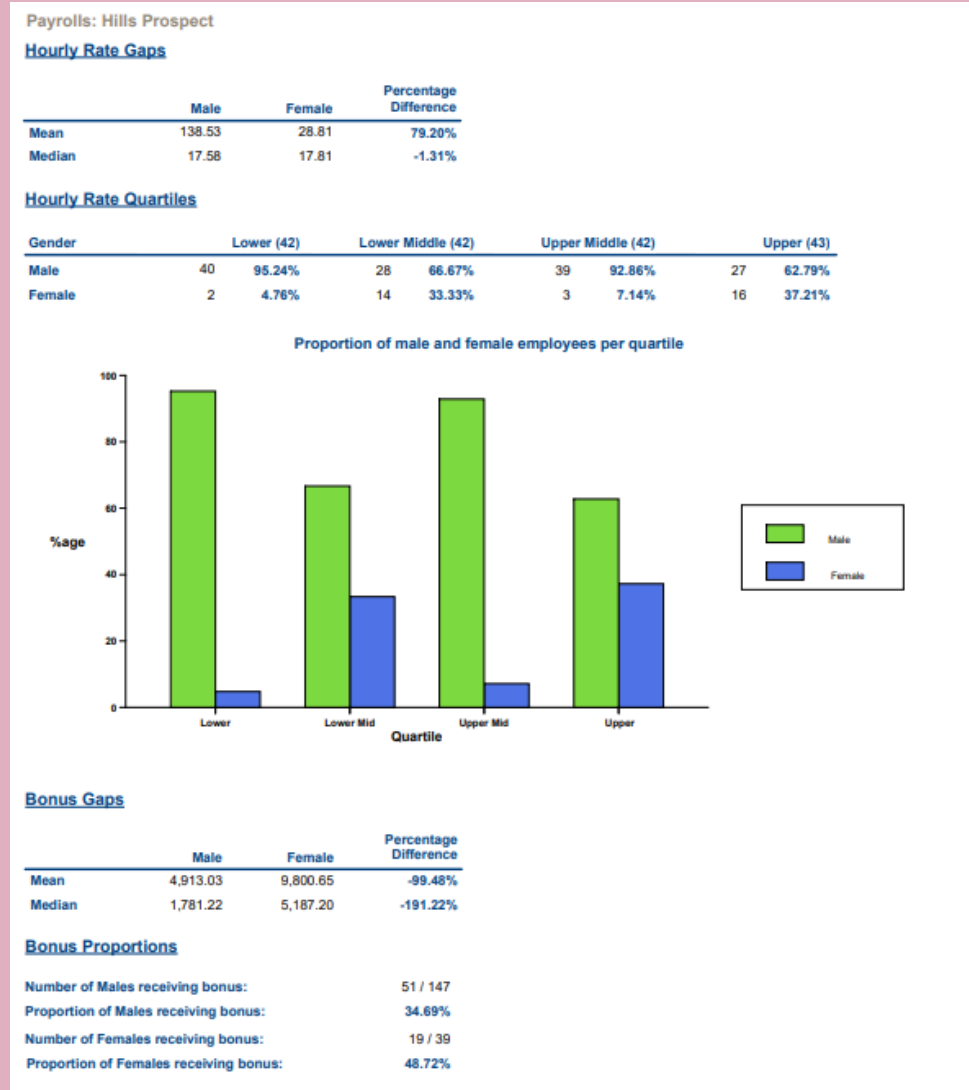
Whilst we have taken steps to improve our benefits and policies throughout the Company to attract female employees, such as an enhanced maternity policy, we recognise that this trend is likely to continue.

Hills Prospect LTD

As part of LWC's ongoing growth, we recently acquired Hills Prospect LTD during the last snapshot period.

Hills Prospect had a total of 168 employees, consisting of 134 males and 34 females.

The image provided presents a summary of the gender pay gap details for Hills Prospect.

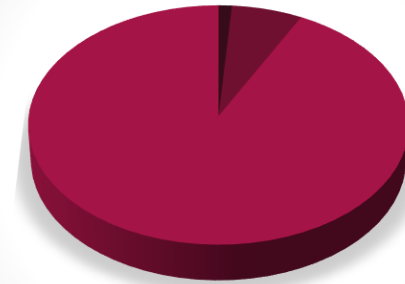


Ordinary Pay Gap: Median

At Hills Prospect the median gender pay gap for gross hourly earnings is -1.31%, meaning that, on average, female employees earn 1.31% more per hour than their male colleagues.

This aligns with LWC's figures, as female employees predominantly hold office based and managerial roles. However, it is important to note that Hills Prospect has a relatively small workforce, primarily composed of male employees, most of which work in the distribution sector of the business.

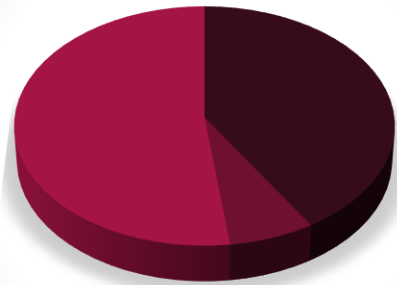
Ordinary pay Gap: Median



■ Hills Prospect Ltd -1.31% ■ UK National Average 7%

Ordinary Pay Gap: Mean

Ordinary pay Gap: Mean



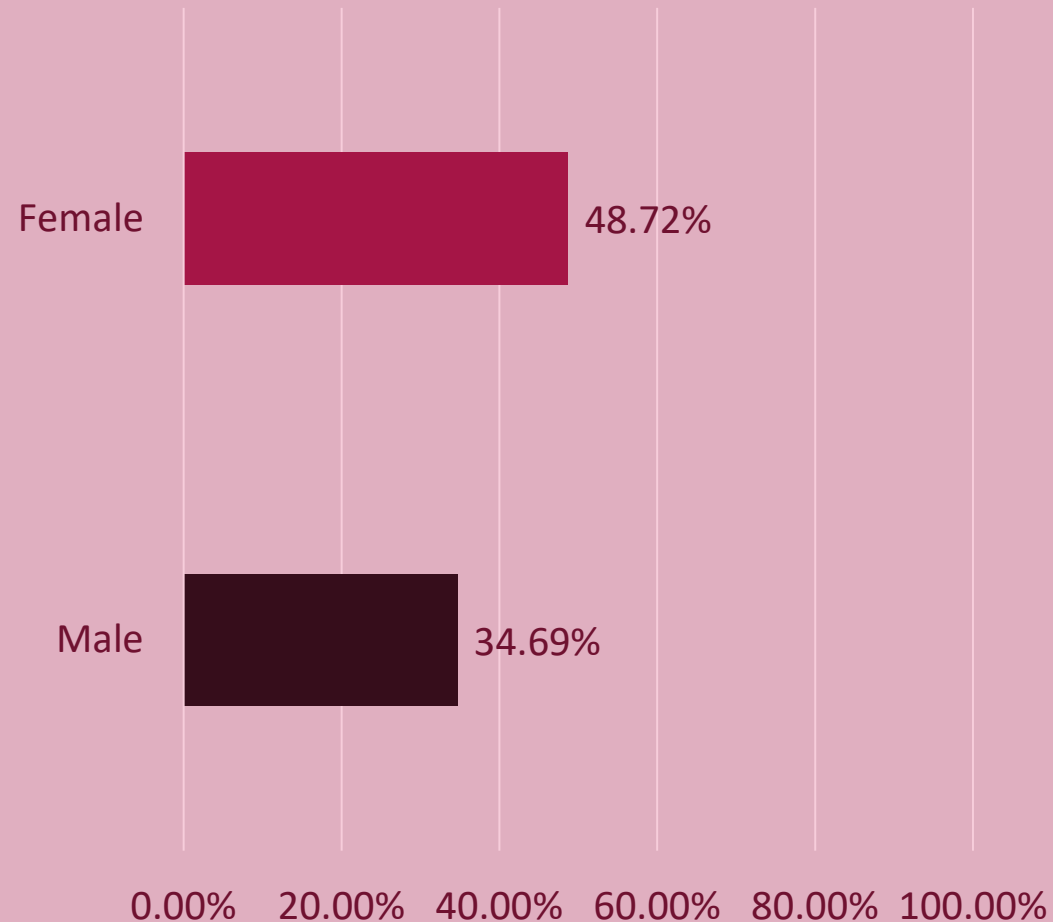
- Hills Prospect LTD 79.20%
- UK National Average 13.10%

Hills Prospect reports a mean ordinary pay gap of 79.20%.

However, this figure is influenced by the fact that three directors received salaries in the company's last financial year, which does not provide a true reflection of Hills Prospect's overall mean pay gap.

In the next reporting period in 2026, we expect these figures to align more closely with LWC's data.

Bonus Payments

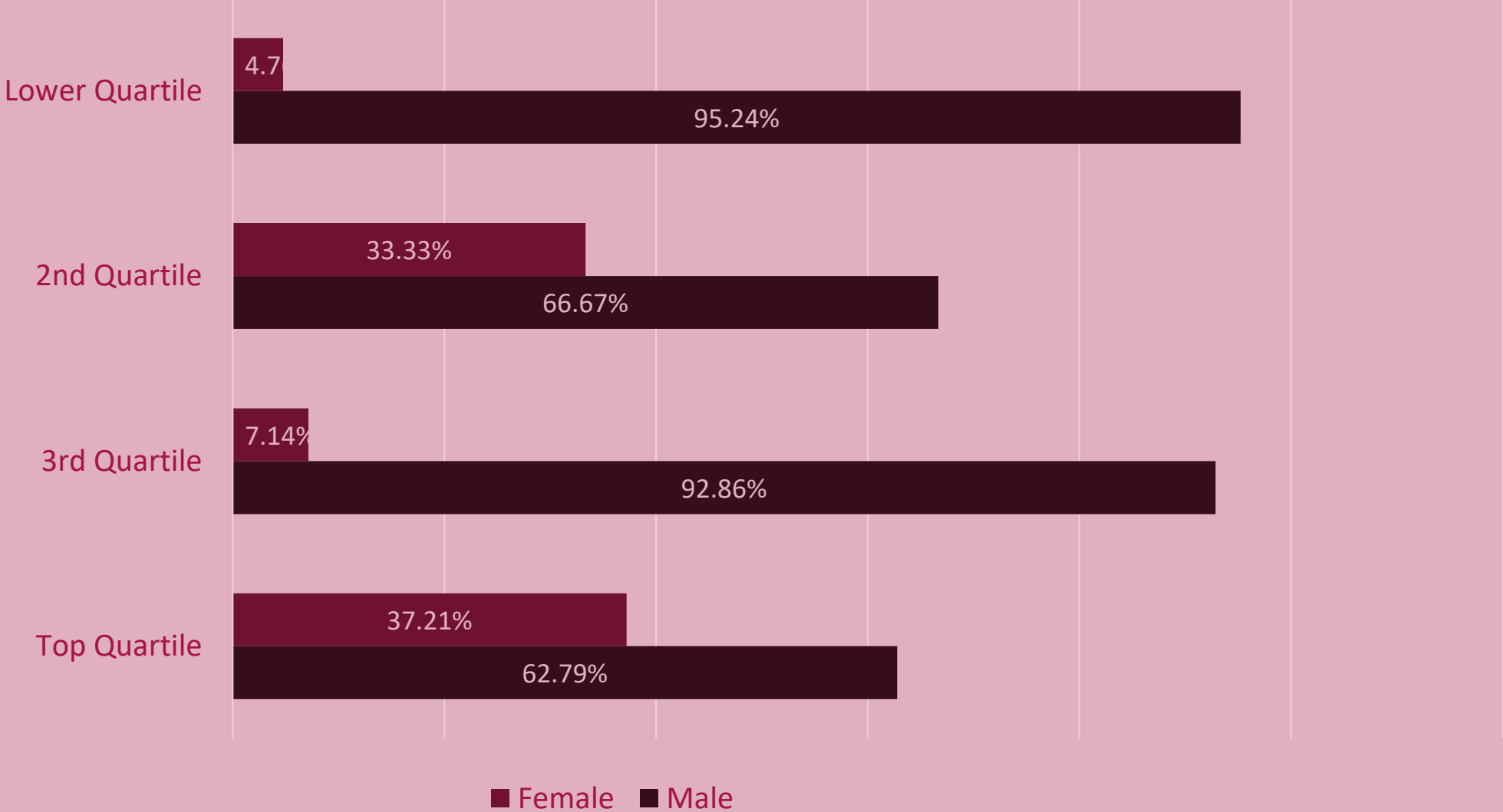


This chart includes any bonuses or commissions paid to employees as of the snapshot date of 5th April 2024.

Hills Prospect did not have a company wide bonus scheme in place, meaning that bonuses were primarily awarded to sales and managerial roles, which, as previously mentioned, are predominantly held by female employees.

Additionally, most bonuses at Hills Prospect are paid in January. It is also important to note that, to align with LWC's financial year, only 9/12ths of bonuses were paid within this reporting period.

Pay Quartiles



Pay Quartiles

The pay quartile data highlights disparities in the distribution of male and female employees across different earning levels within Hills Prospect. While men dominate all pay quartiles, female representation gradually increases in the lower middle and upper quartiles. This indicates that Hills Prospect is a male dominated business, with women more frequently employed in higher paying positions.

Women account for only 4.76% of the bottom quartile, suggesting that lower paid roles are predominantly occupied by men. This trend may be influenced by the nature of LWC's workforce, where roles such as warehouse and driving positions are traditionally male dominated.

The top quartile remains primarily male, with 62.79% of high earners being men. Although female representation slightly increases at senior pay levels, the data reinforces that the highest salaries are still largely held by male employees.

Given that LWC operates within the distribution industry, the workforce is naturally made up of male dominated roles such as logistics, driving, and warehouse operations.

With the acquisition of Hills Prospect by LWC Drinks LTD, we anticipate a gradual shift in the distribution of employees across the four pay quartiles. As Hills Prospect employees integrate into LWC's policies and ways of working, these differences are expected to evolve over time.

Gender Pay Gap Report 2025

LWC Drinks Ltd is dedicated to workforce equality, offering diverse training and development opportunities to support career progression for all employees, regardless of gender. We are committed to fair pay across all roles and continuously use our Gender Pay Gap results to refine our policies and practices.