



# Gender Pay Gap Report April 2024

## Introduction to the Wanzl Group

Wanzl is a global industry expert in Retail Shop Solutions, Retail Systems, Logistics & Industry, Airport & Security Solutions and Hotel Service business divisions. The Company's mission is to provide high quality, best value and environmentally sustainable products and services to our customers.

The Group globally employs more than 5,000 employees with the UK and Republic of Ireland contributing to 712 of these employees with 89.75% being male.

Wanzl UK continues to strive to become the leading retail provider within the UK as well as being an employer of choice who values employees' contributions and provides equal opportunities for all.

The Gender Pay Gap Report has involved calculating the difference between the average earnings of men and women in our organisation; however, it does not involve publishing individual employee data.

## Definition of the Gender Pay Gap

The Mean Gender Pay Gap is the average difference between the average pay of men and women who are working and is expressed as a percentage of men's earnings.

The Median Gender Pay Gap is the difference between the midpoints in the ranges of men's and women's pay and is expressed as a percentage of men's earnings. The average mean Gender Pay Gap for the UK released by Office for National Statistics has continued to fall over the last few years from 14.3% in 2023 and 14.4% in April 2022 and is well below the levels seen in 2019 of 17.4%.

## Summary of the Gender Pay Gap Report

As in previous years, Wanzl UK's salaries continue to be gender neutral and determined by the value of the role. It also became clear, when reviewing the Gender Pay figures, the pay parity between departments of the business has continued to be present due to the types of roles which are filled by the different genders. The pay gap whereby women are earning higher rates than men has reduced.

Particular areas of the business predominantly remain filled by males and these areas include Engineering, Design and Development and Field Operations but pay within these areas is comparable regardless of gender.

Taking these considerations into account, the Wanzl Group does not believe that there is a significant gender pay gap issue across the Group.

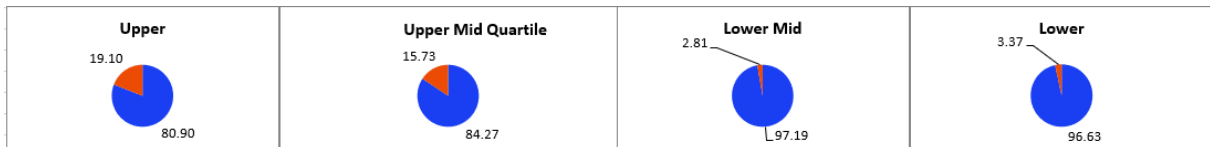


	Mean	Median
Wanzl Pay Gap	-13.36%	-19.17%

A **positive %** refers to males earning a higher salary than females  
A **negative %** refers to females earning a higher salary than males.



Overall the proportion of females and males across Wanzl is 10.25% females compared to 89.75% males. Broken down into the pay quartiles the figures are as follows:-



I confirm that Wanzl's reporting for its UK Gender Pay Gap Calculations is accurate.

Dean Rolland - Managing Director of Wanzl Ltd