

## Westonbirt Ltd

### Gender Pay Gap Reporting for year to 5<sup>th</sup> April 2025

This gender pay gap data has been calculated in line with the Equality Act 2010 (Gender Pay Gap Information) Regulations. The gender pay gap shows the difference in average earnings between men and women across the organisation and does not indicate unequal pay for the same or equivalent roles.

- **Mean gender pay gap: 4%**
- **Median gender pay gap: -3%**

Our gender pay gap reflects the distribution of men and women across roles and levels within the organisation. We continue to monitor our data and review our people practices to support balanced representation over time.

The data shows that there is no meaningful difference in the level of pay between men and women.

### Declaration

I confirm that the gender pay gap data contained in this report is accurate and has been calculated in accordance with the statutory requirements.



Joanna Scott  
Finance Director  
2<sup>nd</sup> April 2026