

**Gender Pay Report  
2019-2020**

# Foreword

At Direct Wines we continue to be fully committed to our comprehensive policy of equal opportunities for all of our employees. Our family owners since the founding of the company in 1969 (Tony and Barbara Laithwaite and their three sons) continue to be the only shareholders and are also all members of the Direct Wines Board. The composition of our board is unchanged since the last report and includes two non-executive directors, the Group CEO and Group CFO.

Our UK business continues to be led by a female managing director and 30% of our senior leadership roles are held by females. We continue to operate defined pay scales for approximately 70% of our UK employees. All salaries are defined by the specific role regardless of gender, age, race or other variables. In addition, all employees are members of the annual profit share bonus earning up to 10% of basic salary depending on company performance.

We remain focused on maintaining our proud track record of providing employees with opportunities to progress and to attain the most senior roles within our business regardless of gender, age or race.

David Gates  
Chief Executive

## Co-chairs, Presidents & CEO



The Board

## UK Management Team



UK Managing Director is female

## Number of Employees

621

## Senior Leadership

30% 

5 female Directors in UK business

# Our Figures

## Understanding our pay gap,

Mean  
Pay Gap  
**+2.8%**

ONS Mean  
15.5%

Median  
Pay Gap  
**+5.5%**

ONS Median  
14.6%

Mean Bonus  
Pay Gap  
**+52.7%**

Median Bonus  
Pay Gap  
**+37.4%**

% of Employees  
Entitled to Bonus

% of Employees  
Receiving Bonus

**100%**



**88%**



**91%**



The gap in quartile one is reducing however it continues to be impacted by the composition of the current Board.

| Quartile | Mean Gap | Female | Male |
|----------|----------|--------|------|
| 1        | 4.4%     | 39%    | 61%  |
| 2        | -1.5%    | 42%    | 58%  |
| 3        | 2.8%     | 39%    | 61%  |
| 4        | -0.2%    | 40%    | 60%  |

Every employee (except for shareholders and NED's) is a member of the annual Company profit share scheme, paid to employees based on Company performance. The bonus pay gap is reflective of the fact that key senior leaders also receive additional bonuses based on business performance. The annual bonus is paid in August so new employees joining after this date did not receive a payment in 2019.

We continue to employ women in key senior leadership roles. In March 2020 this included our President, Audit Committee Chairperson and NED, UK Managing Director, Legal Director, Merchandising Director and General Manager - Innovation. During 2020 we also appointed a female Finance Director.

We are proud of our record of providing women with opportunities to progress into senior leadership roles and we remain committed to recruiting and developing the best talent for the future success of the company regardless of gender .