



Gender Pay Report 2023-2024

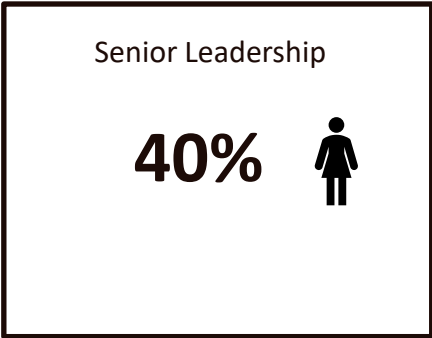
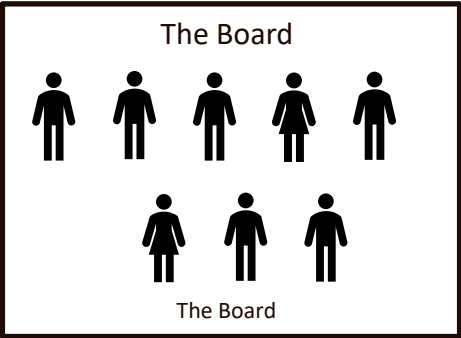
20/03/2025

At Direct Wines we continue to be fully committed to our comprehensive policy of equal opportunities for all 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. The composition of our board has changed since the last report with the inclusion of our female UK CEO in addition to two non-executive directors, the Group CEO and Group CFO.

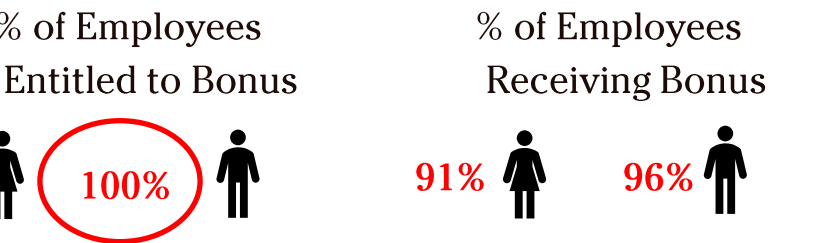
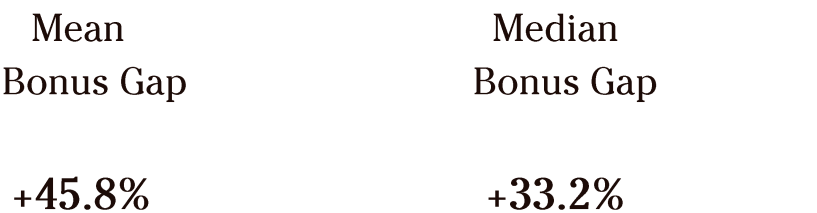
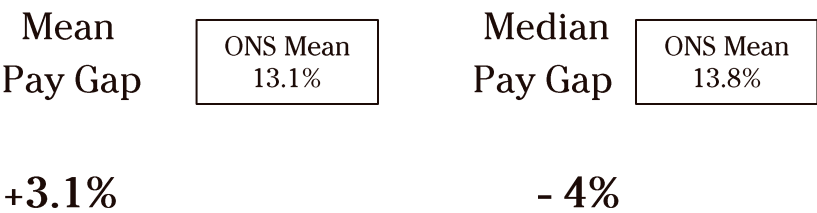
Our UK business continues to be led by a female CEO and currently, about 40% of our senior leadership roles are held by females. We continue to operate defined pay scales for approximately 75% of all our UK employees. All salaries are defined by the specific role regardless of gender, age, race or other variables. In addition, all employees join the annual profit share bonus scheme upon employment and earn 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, disability or race.

David Gates
Chief Executive



Understanding our pay gap



The gap in quartile one, while improving, is impacted by the composition of the current Board and that we currently employ more male Directors than female. The difference in quartiles 2, 3 and 4 are very low and in favour of females.

Quartile	Mean Gap	Female	Male
1	7.52%	41%	59%
2	-2.89%	41%	59%
3	-2.41%	40%	60%
4	0.50%	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 senior leaders (60% male) also receive additional bonuses based on business performance and a high percentage of male employee also work in Sales. The annual bonus is paid in August so new employees joining after this date did not receive a payment in 2023.

We’re proud to employ women in key senior leadership roles. At the time of this report this included the Founder, Audit Committee Chairperson and NED, UK CEO, Group Legal Director, UK Trading Director, UK Commercial Finance Director and IT Services Director.

We will continue to provide 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 .