



Gender Pay Report 2024-2025

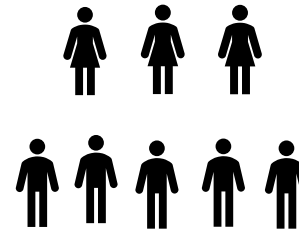
12/03/2026

At Direct Wines, we remain fully committed to creating an inclusive workplace built on fairness, opportunity, and respect for everyone. Equal opportunity has long been a core principle of our business, and it continues to guide how we attract, reward, and develop our people. Since our founding in 1969 by Tony and Barbara Laithwaite, ownership has remained with the Laithwaite family, who continue to be our sole shareholders. Since our last report, the composition of our Board has evolved. I was promoted to Group Chief Executive Officer last year and we welcomed a new female non-executive director. Today, women hold approximately 35% of our senior leadership positions.

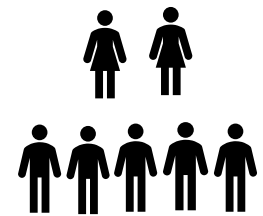
Around 75% of our UK employees are covered by clearly defined pay scales. Salaries are determined by role and responsibility, irrespective of gender, age, race, or any other personal characteristic. In addition, all employees participate in our annual profit share bonus scheme from the point of joining, with the opportunity to be rewarded based on company performance. We remain firmly focused on sustaining our strong track record of providing every employee with the opportunity to grow, develop, and progress to the most senior roles within our organisation.

Philippa Strub
Chief Executive

The Board



UK Management Team



Number of Employees

518

Senior Leadership

35%



Our Figures

Our Pay Gap

Mean
Pay Gap

ONS Mean
12.8%

Median
Pay Gap

ONS Mean
13.4%

4.5%

- 8.8%

Mean
Bonus Gap

38.5%

Median
Bonus Gap

4.9%

% of Employees
Entitled to Bonus



% of Employees
Receiving Bonus



The gap in quartile one is impacted by the fact that we currently employ more males in senior management positions. The difference in quartiles 2, 3 and 4 are slightly in favour of females.

Quartile	Mean Gap	Female	Male
1	15.61%	44%	56%
2	-2.02%	47%	53%
3	-2.24%	33%	67%
4	-1.28%	46%	54%

Every employee (except for non-executives) is a member of the annual profit share scheme, paid to employees based on Company performance. The bonus pay gap is reflective of the fact that senior leaders also receive additional bonuses based on business performance that 73% of our Sales function, earning commission is male. The annual bonus is paid in August so new employees joining after this date would not have received a payment in 2024.

We're very proud to employ women in key senior leadership roles. At the time of this report this included our Group CEO, Audit Committee Chairperson, NED, 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 .