



ENOTRIA&COE

Gender Pay Gap Report 2024



Enotria & Coe: an Equal Opportunities Employer

A key focus is to ensure Enotria&Coe is a great place to work for all employees. To do that, we need to provide a rewarding experience, and ensure we are inclusive in everything we do.

The objectives set by our Executive Team support our commitment to achieving our goals of:

- Attracting, retaining and developing diverse talent at every level.
- Offering fair, equitable and competitive pay to all our colleagues.
- Continuing to invest in women at our company.

Our 2024 Gender Pay Gap Report shows that year-on-year we are making positive steps in the right direction. Our remuneration practices are gender neutral, and we can confidently demonstrate that men and women are paid fairly when considering factors such as role, seniority, location and performance.

In addition, we remain committed to improving the balance of our workforce and ensuring we are able to offer the best possible opportunities to all our staff.

Gender Pay Gap: Introduction

Gender Pay Reporting is required under the Equality Act 2010.

The gender pay gap is the difference between the average hourly earnings of men and women across an organisation. The figure is shown as a percentage of men’s earnings.

On 5th April 2024, Enotria&Coe employed 284 employees, of which 262 were full pay relevant employees. Data in this report is based on salaries of all people employed by Enotria&Coe companies on 5th April 2024, which includes Enotria Winecellars Limited and Enotria Wine Group Limited.

Gender pay reporting uses six different metrics to show the variance in average earnings between men and women employed by Enotria&Coe. The six metrics are as follows:

Hourly Pay Rate			Bonus Pay (over 12-month period)		
Mean average gap	Median average gap	Pay quartiles	Proportion of men and women	Mean average gap	Median average gap

Mean
The mean gender pay gap is calculated by adding all female hourly rates together and then dividing the total by the number of women. The same is then calculated for men. The mean gender pay gap is calculated based on the difference between the male and female mean pay rates.

Median
To calculate the median average, we created a list of all female colleagues’ pay and placed them in order of lowest to highest, then identified the middle salary. We then carried out the same exercise for males. The median pay gap is the difference between the middle salary for females and males.

In Gender Pay Gap Reporting, a positive number (i.e. above zero) reveals that women have lower pay than men; a negative number (i.e. below zero) reveals that men have lower pay than women. For example, a gap of +10% is favourable to men; a gap of -10% is favourable to women.

Gender Pay Gap: Employees

Gender Split by Division

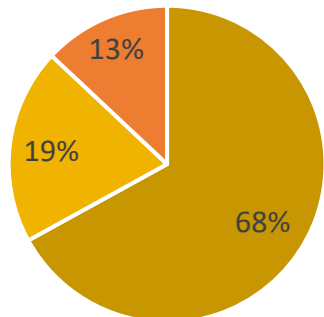
We looked at our total staff headcount of 284 to review how genders are represented across our business. Enotria&Coe employees continue to be mainly male, with men making up 70% of our workforce.

We recognise through our recruitment processes that applicants for a number of our roles are predominantly male. This is largely down to the fact that a large portion of our workforce are Warehouse Operatives and Drivers, roles which are traditionally male orientated.

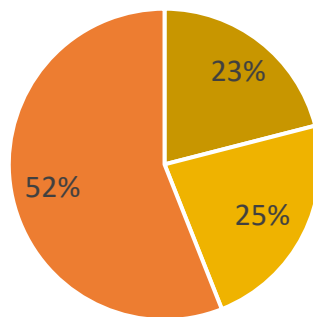
This year, the Company has made some progress in Operations (Warehouse & Transport), with a slight increase (3%) of women working in that division compares to 2023, however, we acknowledge that this remains an area for improvement.

Gender split by Division

Females



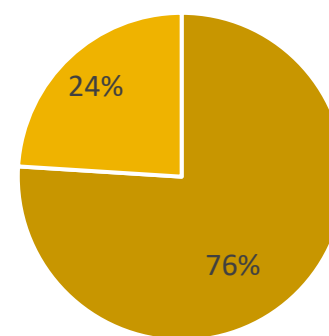
Males



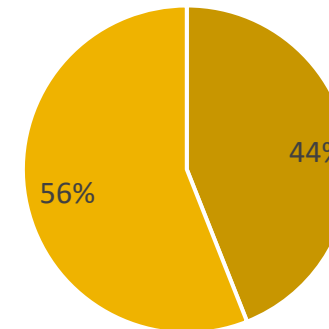
■ Head Office ■ Sales ■ Operations ■ Head Office ■ Sales ■ Operations

Gender split in each Division

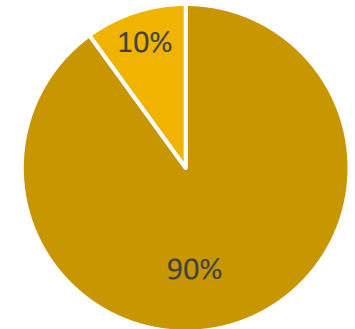
Sales



Head Office



Operations



■ Male ■ Female ■

Gender Pay Gap: Hourly Rate

Enotria&Coe's Hourly Pay Results 2024

In 2024 Enotria&Coe's hourly mean and median pay gap were both in favour of women, implying that we do not have a pay gap. The positive pay gap is mainly due to the fact that women are predominantly employed in our head office, rather than in our Operations Division (Warehouse and Transport) where salaries are in the lower pay quartiles.

Whilst we have slightly improved the proportion of women in Operations and more women have been promoted to leadership roles, we know that there is still more to do to achieve a balanced distribution and to continue to eliminate the gap.

The average gender pay gap in 2024 in the UK is +13.1% (in favour of men).

Mean Pay Gap

-0.3%

Median Pay Gap

-25.3%

**ONS Median Pay
Gap**

13.1%

Gender Pay Gap: Bonus Rate

During the twelve months to 5 April 2024, Enotria&Coe had a long service award scheme, paying a bonus to staff who had reached a milestone anniversary. In addition, our colleagues in Sales receive performance-related incentive payments.

In 2024, 16% of women received a bonus which is down from 35% in 2023. This is disappointing but is due to a smaller number of bonuses being awarded last year, and the data is therefore based on a much smaller sample.

The bonuses that were awarded were also mostly paid to the Sales Teams, which is 76% male.

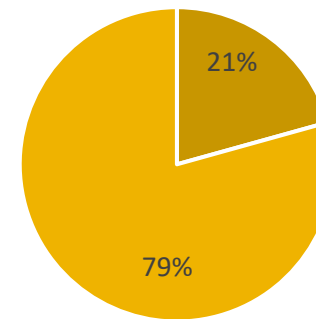
Mean Bonus Pay Gap

18%

Median Bonus Pay Gap

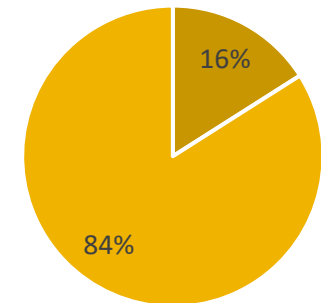
8%

Men



■ Bonus ■ No Bonus

Women



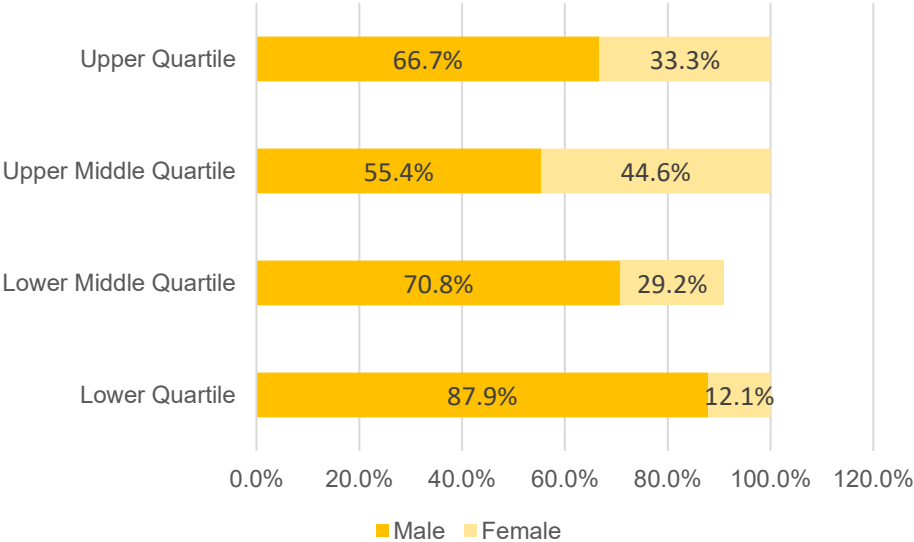
■ Bonus ■ No Bonus

Proportion of people who received a bonus in the last 12 months

Gender Pay Gap: Pay Quartiles



Proportion of males and females in each pay quartile



Overall, female representation has improved across the business and the proportion of women in the upper quartile has slightly increased from previous years.

The lower pay quartile is nearly completely male, as it has consistently been since we first started reporting. However, this year we have managed to increase the presence of women in Operations which is a positive step in a traditionally male dominated area of the business.

The Company will continue to invest in more training and to support flexible working as part of our strategies to improve retention and progression of our female employees.



Enotria & Coe: Our Action Plan

Enotria&Coe remains fully committed to improving the gender diversity of our business. A key focus going forward is to increase the number of women working in the business, especially in senior roles. We will take the following actions in support of this:

- Continue to advertise all roles internally and encourage applications from our female members of staff.
- Publish salary bands for all the roles advertised.
- Continue to increase the proportion of diverse hires (internal and external) into senior roles.
- Train our managers on “unconscious bias” during recruitment and interview processes and help our colleagues to understand inclusive behaviours.
- Continue promoting the benefits of flexible working practices, especially to our female member of staff. Flexible working is available to everyone in the organisation.
- We will start monitoring the take-up of flexible working arrangements by gender and level within the organisation.



Enotria & Coe : Final Statement

This is the ninth year that Enotria&Coe has published its Gender Pay Gap report and our results show a very positive trend. It is our intention to utilise those findings to consider additional actions which could be taken to ensure long lasting and continued improvement.

Although our mean and median average pay rates are higher for females, we recognise there is more work to be done, as women are still in the minority in the higher pay quartile, which is reflective of the lack of women in the most senior roles in our organisation.

While our Operations and Sales Divisions are very male dominated, we appreciate the value of having a diverse workforce and will continue to proactively encourage applications from women in these areas and monitor these departments to ensure we protect our positive mean and median gender pay gap.

I confirm that the information reported is accurate and meets the requirements of the Equality Act 2010 (Gender Pay Gap Information) Regulations 2017.

A handwritten signature in black ink, appearing to read 'Shogg' or 'Shogg', with a stylized, cursive script.

Sharnel Hogg
People Director *for and on behalf of*
Enotria&Coe