

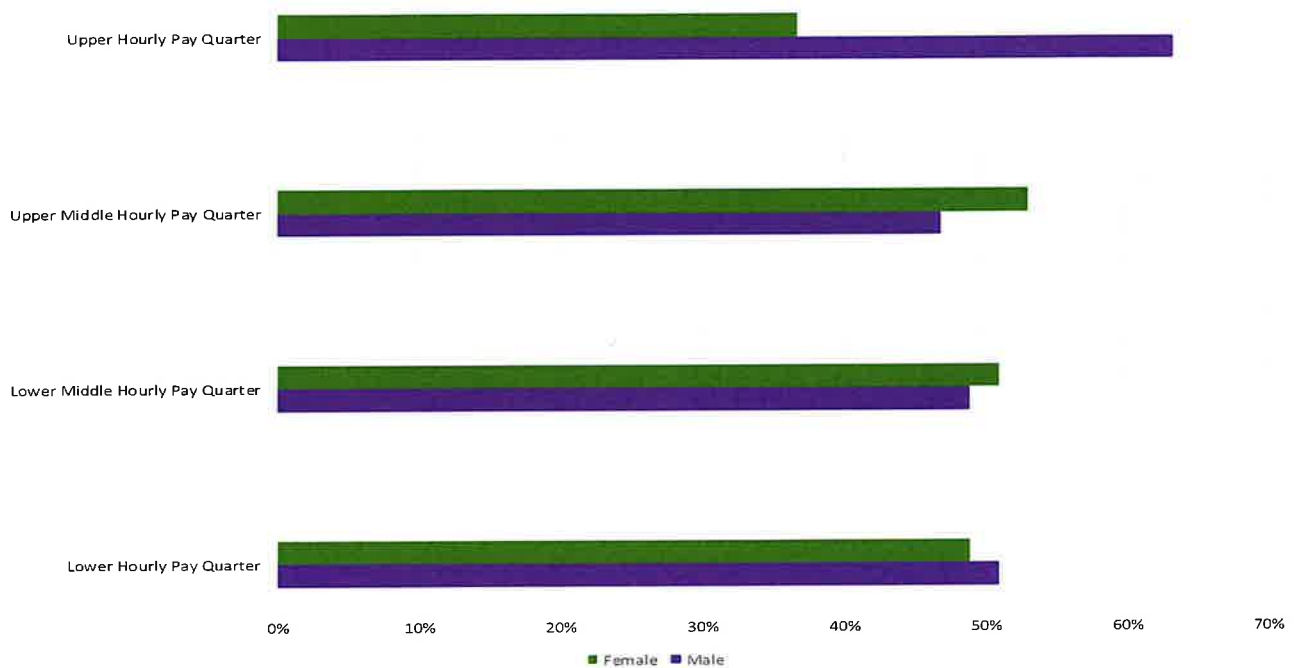
WINTERBOTHAM DARBY

Gender Pay Gap Reporting: Winterbotham Darby Clitheroe Limited / 2021

Introduction

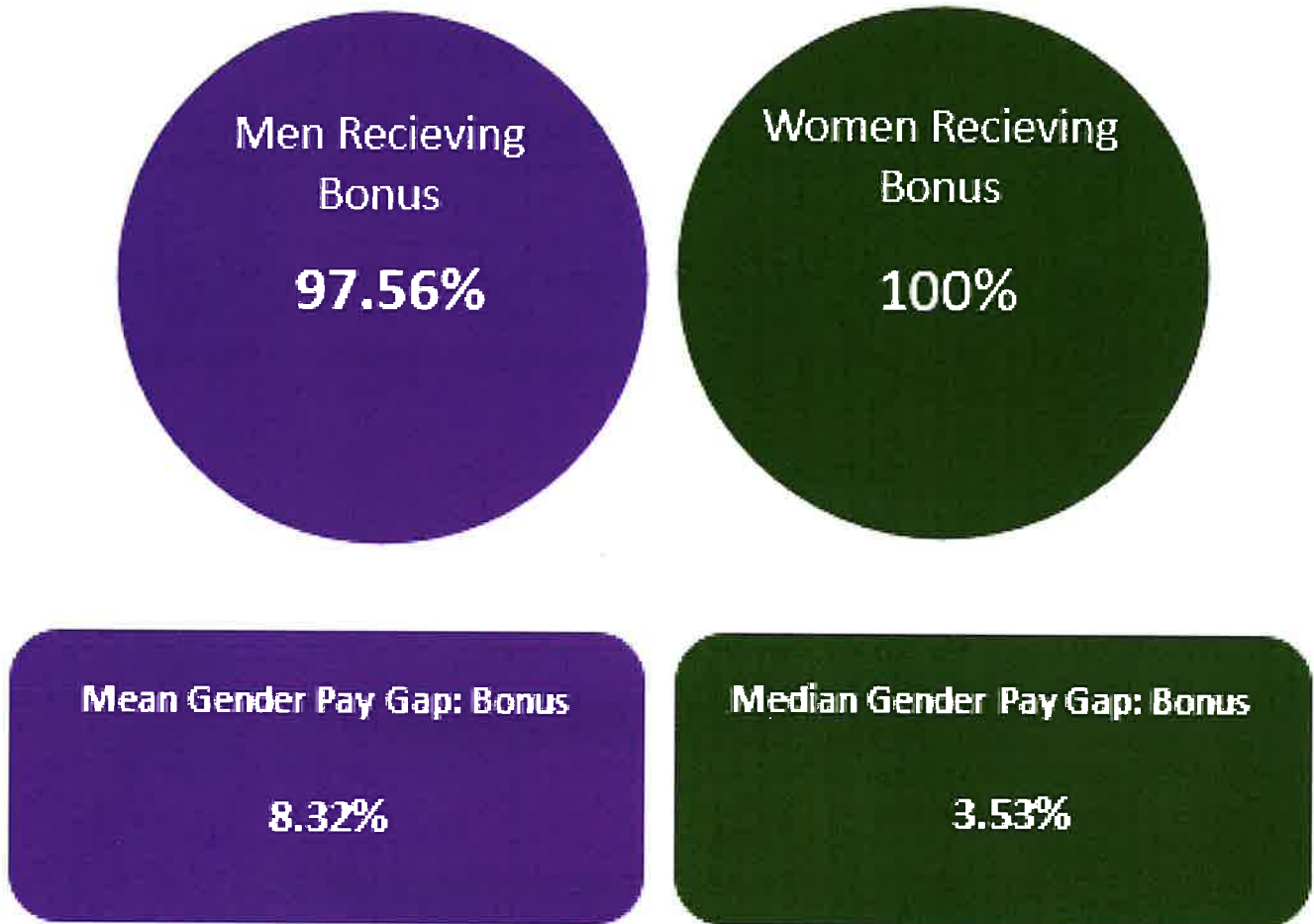
As a business with over 250 employees, in compliance with the Equality Act 2010 (Gender Pay Gap Information) Regulations 2017, Winterbotham Darby Clitheroe Limited gender pay gap calculations are based on employer payroll data of a snapshot date of 5 April 2021.

Men & Women in Each Hourly Pay Quarter



Hourly Pay Gap

Based on the 2021 Gender Pay Gap reporting, the national UK average pay gap was 15.4%. Winterbotham Darby Clitheroe Limited is 6.69% meaning the split of pay between our male and female colleagues is better than average.



Bonus Pay Gap

2021 saw a bonus distribution split above that which is representative of our headcount ratio between male and female. Based on the mean bonus gender pay gap, females received 8.32% less than males.

Acknowledgement

I confirm that the figures and data cited within this document have been verified and are accurate, and approved on behalf of the Board of Directors of Winterbotham Darby & Co Ltd on 21st January 2022.

Damian Shaw
Chief Executive Officer