

Enotria&Coe

Gender Pay Gap Report 2020



Enotria&Coe

Enotria&Coe: an Equal Opportunities employer

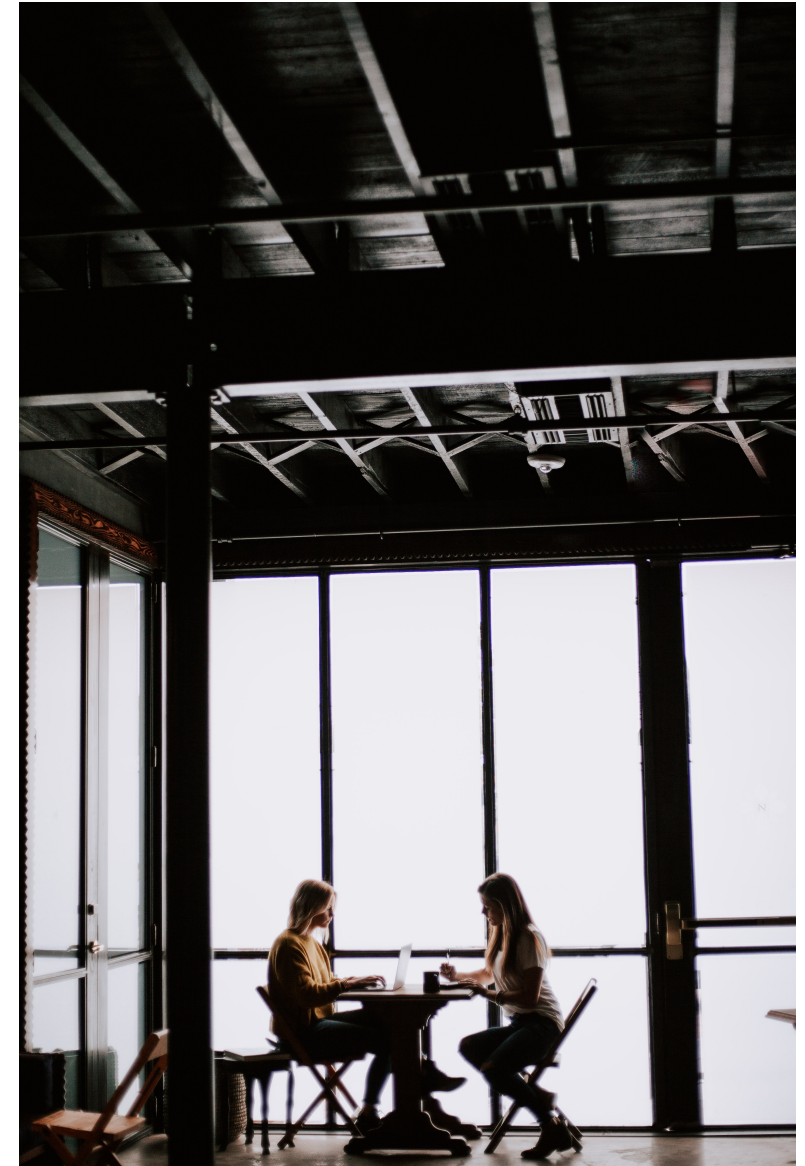
At Enotria, we believe in an open culture and taking ownership of promoting equality and diversity in our workplace. We are really proud to share our 2020 Gender Pay Gap results which show that our gender pay gap goes against the national average and females have both a higher mean and median average pay.

Although our mean and median average pay rates are higher for females, we recognise there is more work to be done as females are still in the minority in the higher pay quartile, which is reflective of the lack of females in the most senior roles in our business. The percentage of females who received a bonus in 2020 is also disappointing, although this was heavily impacted by Covid-19.

We recognise the need to continuously strive to improve gender equality in our business as increasing representation of women across the business will help drive performance and creativity.

The data and information that this report highlights will to be monitored and reviewed to ensure that we continue to progress and consider alternative opportunities to develop females in our business and retain our positive gender pay gap.

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Gender Pay Gap: Introduction

Gender Pay Reporting is a required under the Equality Act 2010.

The gender pay gap shows the difference in the average hourly earnings of men and women across an organisation regardless of their roles or industry sectors.

On 5 April 2020, Enotria&Coe employed in excess of 250 employees, and therefore was required to publish its Gender Pay Gap results. Data in this report is based on salaries of all people employed by Enotria&Coe companies on 5 April 2020, 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:

| <i>Hourly pay rate</i> | | | <i>Bonus pay (over 12-month period)</i> | | |
|------------------------|--------------------|---------------|-----------------------------------------|------------------|--------------------|
| 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 females. 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.

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Enotria&Coe's employees

Enotria's gender mix continues to be mainly male, with men making up 74% of staff. This is largely due to the high percentage of males working in the Warehouse and Transport teams, which make up 37% of the workforce.

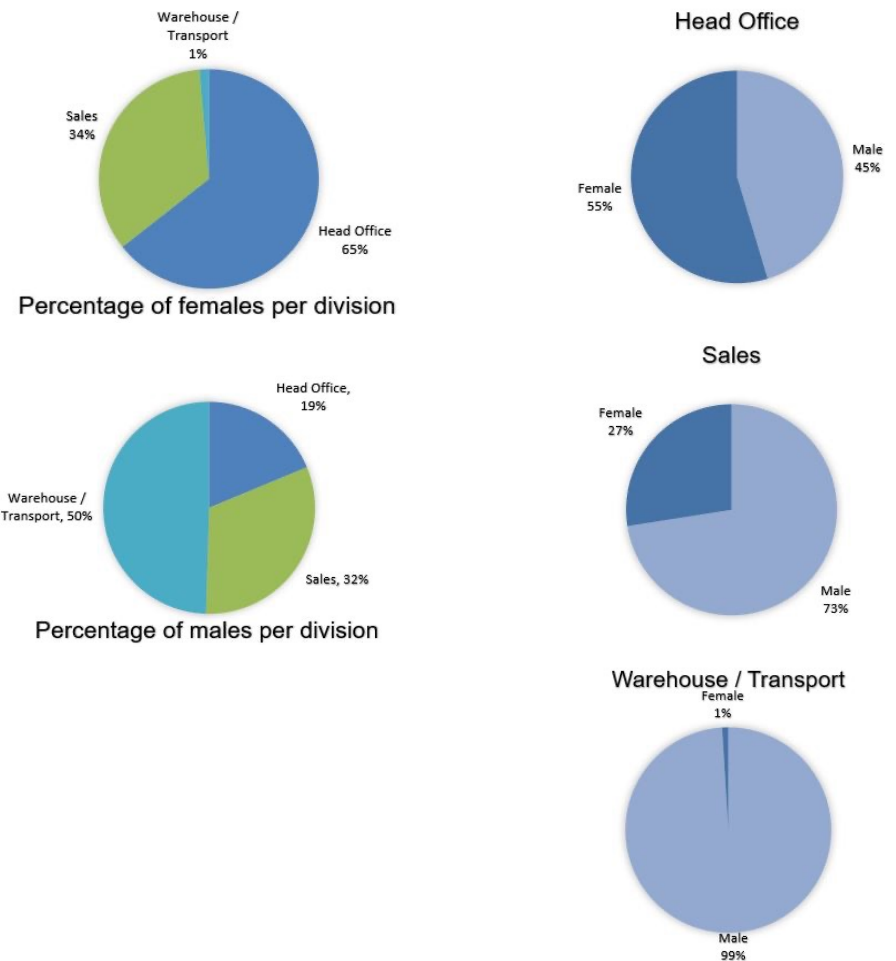
We are pleased that we have continued to improve female representation in our sales division, with the percentage improving from 22% in 2017, up to 27% in 2020. Unfortunately this report does not show any progress in female representation in our Warehouse and Transport teams, which remain almost entirely male. However, since April 2020 we have seen an increase in female workers in our Warehouse which is encouraging.

In April 2020, there were 47 line managers, 11 (23%) of which were female. Although the percentage of female managers is low, it is in line with the proportion of women in the business. There has not been any change in the percentage of female managers, which has remained as 23% since 2017. We believe that our new initiatives on diversity and inclusion, and training will help improve the number of female managers in the business.

In March 2020 the business had to make the decision to furlough 72% of staff, as the majority of our customers were closed. When looking at the number of staff who were furloughed, it was consistent across both genders with about 77% of each gender furloughed. Females made up 27% of the core team who continued working through the first lockdown, which is again in line with the proportion of females in the overall workforce.

To improve female representation at Enotria, it is clear that recruitment in the warehouse, transport and sales teams must be the priority, as-well as having more support and opportunities for females to progress into senior roles across the business.

Gender split by division



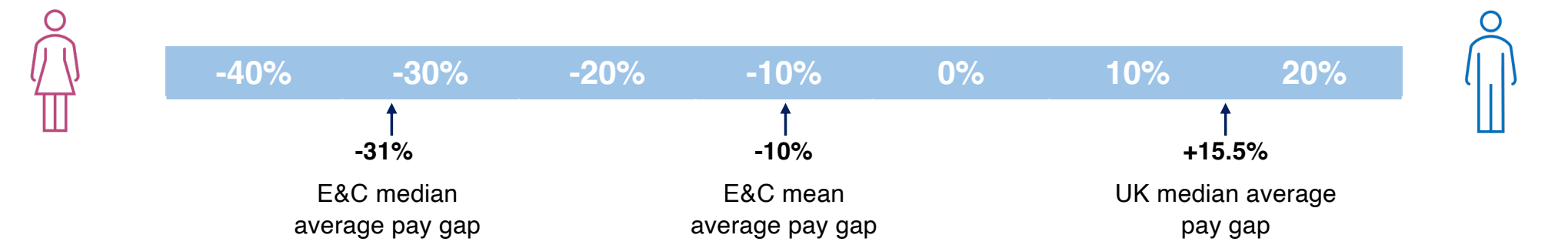
Gender Pay Gap: Hourly rate

The average gender pay gap in the UK is +15.5% (in favour of men).

Enotria&Coe’s hourly mean and median pay rates in 2020 were both in favour of women. In comparison to the national average rates, Enotria&Coe has consistently had a higher median pay gap for women. The mean pay gap for Enotria&Coe has fluctuated since 2017 when reporting began, but has improved. The positive pay gap is mainly due to the fact that women are predominantly employed in our head office, rather than in our Warehouse and Transport divisions.

Although our 2020 gender pay gap pay results are very positive, it is important to recognise that the majority of staff were placed on furlough in March 2020 due to the Covid-19 pandemic, and therefore the pay calculations were only based on 30% of all employees.

Enotria&Coe’s hourly pay results, 2020



The significant difference between the mean and median pay gaps is caused by the very low number of females in the lower and higher pay quartiles (see page 7). The majority of females at Enotria are in the middle pay quartiles, so the range in salaries compared to males is much smaller.

Gender Pay Gap: Pay Quartiles

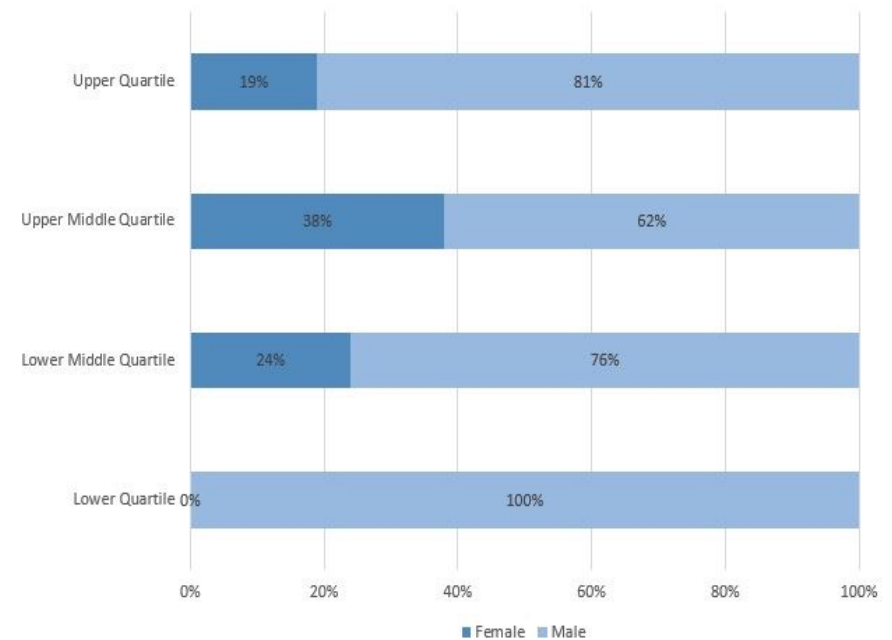


The percentage of women in the lower pay quartile has steadily declined to none. This is because there are very few women working in our Warehouse and Transport teams. The number of women in the lower middle quartile has also declined. Factors that may be causing this are the number of female staff and the type of roles that were placed on furlough in 2020. Therefore these calculations are unlikely to be an accurate representation of the business.

Unfortunately female representation in the upper quartile has not changed from previous years and remains below 20%. E&C is committed to addressing this through improved training and development for females in the business.

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Proportion of males and females in each pay quartile



The lower pay quartile is nearly completely male, as it has consistently been since the first gender pay gap report, because the Warehouse and Transport teams are still predominantly male, which is where the majority of the lower paid roles are.

Gender Pay Gap: Bonus Pay

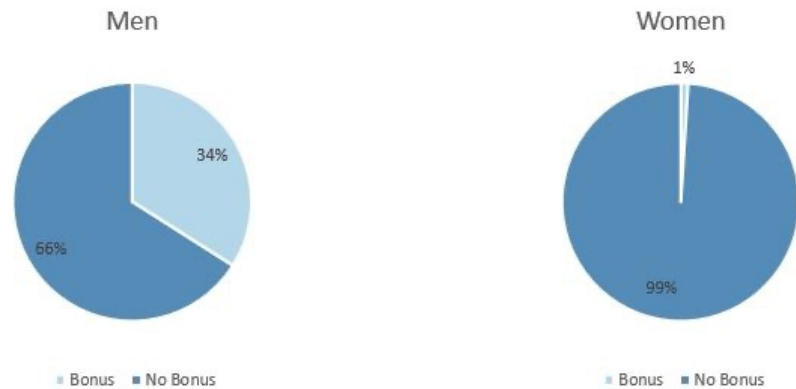
Mean bonus pay gap

-34%

Median bonus pay gap

-33%

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



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During the twelve months to 5 April 2020, Enotria had bonus schemes in place for all staff, which were due to be paid in quarter one of 2020.

Unfortunately 74% of the workforce were placed on furlough in April 2020, and the difficult decision to cancel 2020 annual bonus payments was made due to the huge negative impact Covid-19 had on the business. This meant that all head office and sales roles that were eligible for a bonus in 2020 did not receive them, whereas the Warehouse and Transport teams, which were 99% male did.

The reason the Warehouse and Transport teams received their bonus is that they were in a quarterly bonus scheme which was paid through 2019. These bonuses made up 89% of the bonus payments included in the calculation.

Only one female employee received a bonus, so the mean and median average bonus pay for females was quite high. Whereas 34% of males in the business received a bonus and there was a large variation in the value of the bonus payments. Therefore it is difficult to do any meaningful analysis.

The proportion of bonus payments paid to women is disappointing but the reasons detailed above show that 2020 was an unusual year.

It is difficult to compare the 2020 bonus results to previous years as the main annual bonus scheme was not paid, and therefore a direct comparison cannot be made.

E&C's Commitment to Equal Opportunities in 2022

Although Enotria's pay gap results are mostly positive, we know we need to address the issues and to do this we commit to:

- Ensure that women and men are paid equally for doing the same job
- Work to increase the number of females in management roles within the business through fair recruitment practices and development opportunities
- Ensure all policies, procedures, reward and development opportunities are available equally to men and women
- Continue to create a work environment that is accessible and attractive to all

To help us continuously improve equity for women in the workplace, in 2022 we will be focussing on improving:

- diversity and inclusion
- employee wellbeing
- training and development

We will be doing this through initiatives such as management training, diversity and inclusion training, mental health first aider training and running awareness sessions for staff on wellbeing.



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 'A. Hopkins', written in a cursive style.

Anna Hopkins
Head of HR

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