



Gender Pay Gap Report April 2020

Introduction to the Wanzl Group

Wanzl is a global industry expert in Retail Shop Solutions, Retail Systems, Logistics & Industry, Airport & Security Solutions and Hotel Service business divisions. The Company's mission is to provide high quality, best value and environmentally sustainable products and services to our customers.

The Group globally employs more than 4,000 employees with the UK and Republic of Ireland contributing to more than 700 of these employees with 87.2% being male.

Wanzl UK's vision is to become the leading retail provider within the UK as well as being an employer of choice who values employees' contributions and provides equal opportunities for all.

The Gender Pay Gap Report has involved calculating the difference between the average earnings of men and women in our organisation; however, it does not involve publishing individual employee data.

Definition of the Gender Pay Gap

The Mean Gender Pay Gap is the average difference between the average pay of men and women who are working and is expressed as a percentage of men's earnings.

The Median Gender Pay Gap is the difference between the midpoints in the ranges of men's and women's pay and is expressed as a percentage of men's earnings. The average mean Gender Pay Gap for the UK released by Office for National Statistics reduced to 15.5% in April 2020 from 17.4% in 2019.

Summary of the Gender Pay Gap Report

Wanzl UK's salaries are gender neutral and are determined by the value of the role. When interrogating the Gender Pay Gap figures, it became clear the pay parity within the departments of the business has continued to be present due to the types of roles which are filled by the different genders; that said however, the pay gap has widened whereby women are earning higher rates than men. Significant areas of the business predominantly remain filled by males and these areas include Sales, Engineering and Field Operations. This finding corresponds with the Womens Engineering Society who advised only 21.8% of Engineering occupations were filled by women in 2020. A point to note however is that the pay for females within these areas within Wanzl UK are comparable to men.

During the last few years, a significant number of employees including several females transferred between Symonds and Wanzl within the Wanzl UK group and this has impacted the respective Company results making a direct comparison over the years more difficult.

Taking these considerations into account, the Wanzl Group does not believe that there is a significant gender pay gap issue across the Group.



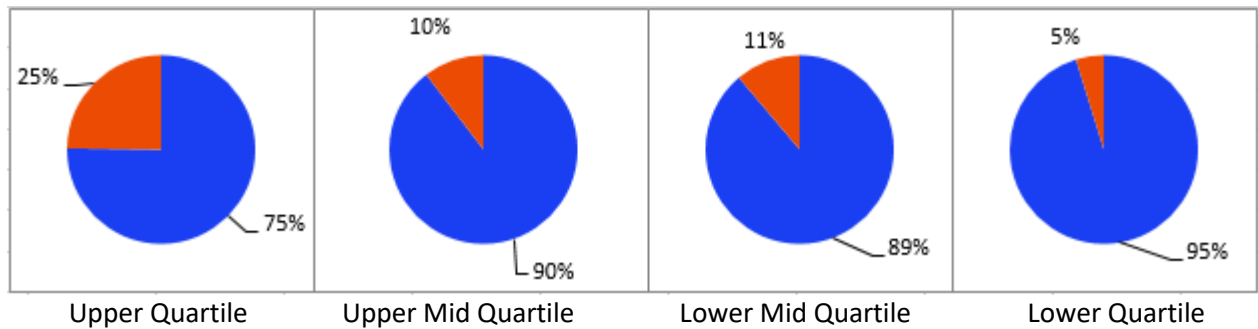
| | Mean | Median |
|---------------|--------|--------|
| Wanzl Pay Gap | -6.55% | -9.57% |

A **positive %** refers to males earning a higher salary than females

A **negative %** refers to females earning a higher salary than males.



Overall the proportion of females and males across Wanzl is 12.08% females compared to 87.2% males. Broken down into the pay quartiles the figures are as follows:-



I confirm that Wanzl's reporting for its UK Gender Pay Gap Calculations is accurate.

Dean Rolland - Managing Director of Wanzl Ltd