

GENDER PAY GAP REPORT 2026

wanzl

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Gender Pay Gap Report April - 2026

Summary

Wanzl Ltd is committed to creating an inclusive workplace where all employees are rewarded fairly irrespective of gender and where opportunities for recruitment, development, and advancement are based solely on merit.

This report has been prepared in accordance with the Equality Act 2010 (Gender Pay Gap Information) Regulations 2017 and provides an analysis of pay data across Wanzl Ltd as at 5 April 2026.

The results show that female employees at Wanzl earn more on average than male employees when measured using both mean and median hourly pay calculations.

Gender Pay Gap Measure	Result
Mean Gender Pay Gap	-10.35%
Median Gender Pay Gap	-10.49%

A negative percentage indicates that female employees receive higher average hourly earnings than male employees.

Whilst these results demonstrate that Wanzl does not have a gender pay gap disadvantaging women, we recognise the importance of monitoring gender representation across all levels of the business and continuing to promote equality of opportunity.

About Wanzl

Wanzl is a global leader in retail, logistics, airport, security and hotel solutions. Our mission is to provide high-quality, innovative and sustainable products and services that create value for our customers worldwide.

The Wanzl Group employs more than 5,000 employees globally, with over 550 employees based in the UK.

As an employer, Wanzl is committed to:

- Equal opportunities for all employees
 - Fair and transparent reward practices
 - Inclusive recruitment processes
 - Developing talent based on capability and performance
 - Creating a culture where everyone can succeed
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Understanding the Gender Pay Gap

The Gender Pay Gap differs from Equal Pay.

Equal Pay means men and women performing the same work, equivalent work, or work of equal value receive equal pay.

Gender Pay Gap measures the difference in average earnings between men and women across the organisation, regardless of role.

Mean Gender Pay Gap

The mean gender pay gap compares the average hourly rate of pay earned by men and women.

Median Gender Pay Gap

The median gender pay gap compares the midpoint hourly rate of pay for men and women when all employees are arranged from lowest to highest paid.

The gender pay gap does not indicate unequal pay for equal work. Instead, it highlights workforce representation across different occupational groups and organisational levels.

UK Gender Pay Gap Context

The Office for National Statistics reported that the UK median gender pay gap for full-time employees was 6.9% in April 2025, meaning women earned 6.9% less than men on average across the UK workforce.

Against this national backdrop, Wanzl's results indicate that female employees earn more on average than male employees when measured across the UK workforce.

Wanzl Gender Pay Gap Results 2026

Measure	Result
Mean Gender Pay Gap	-10.35%
Median Gender Pay Gap	-10.49%

A negative pay gap indicates female hourly earnings exceed male hourly earnings on average.

What Drives Our Results?

Analysis indicates that pay rates across equivalent roles remain consistent regardless of gender.

The principal factors influencing the overall results are workforce demographics and the distribution of employees across different functions.

Within Wanzl UK:

- Engineering, field operations and technical roles remain predominantly male.
- Female employees are proportionately more represented within management, professional, administrative and support functions.
- Salaries are determined by role requirements, experience, skills and market conditions, not by gender.

These factors contribute to an overall negative gender pay gap, with women earning higher average hourly pay than men across the organisation.

Workforce Composition

As at April 2026:

Gender	Workforce Representation
Male	88.58%
Female	11.42%

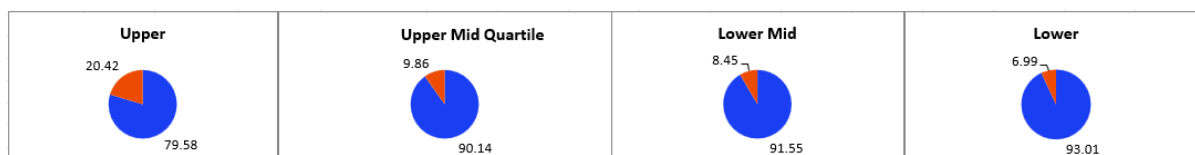
The data reflects the wider engineering, logistics and manufacturing sectors, where female representation continues to be lower than the UK labour market average.

While our gender pay results are positive, Wanzl recognises that improving female representation in operational and engineering roles remains an important long-term objective.

Pay Quartile Distribution

In accordance with statutory reporting requirements, employees are divided into four equal pay quartiles based on hourly earnings.

The quartile analysis illustrates how employees are distributed throughout the organisation and provides greater transparency regarding workforce representation at different pay levels.



Key observations:

- Female representation remains relatively low across the workforce.
- Women continue to be represented across all pay quartiles.
- Workforce composition continues to be influenced by the demographics of the engineering and operational labour market.

Bonus Pay

During the 12-month period ending 5 April 2026, bonus payments were reviewed in accordance with the Equality Act 2010 (Gender Pay Gap Information) Regulations 2017.

Wanzl's bonus arrangements are linked to business and individual performance and are applied using objective criteria.

The following statutory bonus measures have been calculated:

Gender Bonus Pay Gap Measure	Result
Mean Bonus Gender Pay Gap	-95.75%
Median Bonus Gender Pay Gap	-236.41%
Men Receiving Bonus Payments	92%
Women Receiving Bonus Payments	86%

Governance and Accountability

Gender pay reporting forms part of Wanzl's wider commitment to fairness, transparency and equality.

The findings contained within this report have been reviewed by:

- Managing Director
- Head of HR & Payroll
- Senior Leadership Team

We are satisfied that the information contained within this report is accurate and has been calculated in accordance with the statutory requirements of the Equality Act 2010 (Gender Pay Gap Information) Regulations 2017.

Gender Equality Action Plan 2026-2027

Although Wanzl's results do not indicate a gender pay gap disadvantaging women, we recognise the importance of continuing to improve diversity and inclusion throughout the organisation.

The Government has introduced guidance encouraging employers to publish Gender Pay Gap Action Plans, with mandatory action plan requirements anticipated for larger employers from 2027.

To support this objective, Wanzl will focus on the following priorities.

1. Recruitment and Attraction

We will:

- Review recruitment materials to ensure gender-neutral language.
- Promote vacancies through diverse recruitment channels.
- Encourage applications from underrepresented groups.
- Continue supporting apprenticeships and early careers programmes.

Measure of Success

- Increased number of female applicants for engineering and operational roles.
 - Improved gender diversity within recruitment pipelines.
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2. Career Development and Progression

We will:

- Monitor promotion outcomes by gender.
- Ensure equal access to training and development opportunities.
- Support succession planning processes that encourage diverse talent.

Measure of Success

- Continued gender balance in progression opportunities.
 - Increased representation of women in technical and leadership roles.
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3. Flexible Working and Family Support

We will:

- Promote flexible working arrangements where operationally feasible.
- Support employees with caring responsibilities.
- Continue policies that support family-friendly working practices.

Measure of Success

- Positive employee feedback regarding work-life balance.
 - Improved retention of female employees.
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4. Health and Wellbeing

We will:

- Continue developing wellbeing initiatives.
- Support employees experiencing menopause.
- Increase manager awareness through training and guidance.

Measure of Success

- Improved employee engagement and wellbeing outcomes.
 - Increased confidence among managers supporting colleagues.
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5. Monitoring and Review

We will continue to annually review:

- Gender pay gap data
- Recruitment outcomes

- Promotion activity
- Retention rates
- Workforce demographics

This will enable us to identify trends and take corrective action where required.

Conclusion

Wanzl's 2026 Gender Pay Gap results demonstrate a negative mean and median hourly pay gap, indicating that female employees earn higher average hourly pay than male employees across the organisation.

The bonus pay analysis also shows a substantial negative Mean Bonus Gender Pay Gap of -95.75% and a Median Bonus Gender Pay Gap of -236.41%. Whilst a slightly higher proportion of male employees received a bonus payment during the reporting period (92% compared with 86% of female employees), the value of bonus payments received by female employees was significantly higher overall.

These outcomes do not indicate a gender pay gap disadvantaging women. Instead, the results reflect the distribution of employees across different occupational groups, management levels and bonus-eligible roles within the business.

Wanzl remains committed to ensuring that pay, bonus arrangements, recruitment, promotion and development opportunities are fair, objective and based solely on role requirements, performance and merit. We will continue to monitor our workforce demographics and gender pay data annually and will implement the actions identified within this report to support greater gender diversity across all areas of the organisation.

Declaration

I confirm that the information contained within this report is accurate and has been calculated in accordance with the Equality Act 2010 (Gender Pay Gap Information) Regulations 2017.



Dean Rolland
Managing Director
Wanzl Ltd