

# enotria

WINES & SPIRITS

Gender Pay Gap Report 2025





# Enotria: an Equal Opportunities Employer

We are committed to creating an inclusive working environment for all our employees. The objectives set by our Board of Directors, support our commitment to achieving our goals of:

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

Our 2025 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.

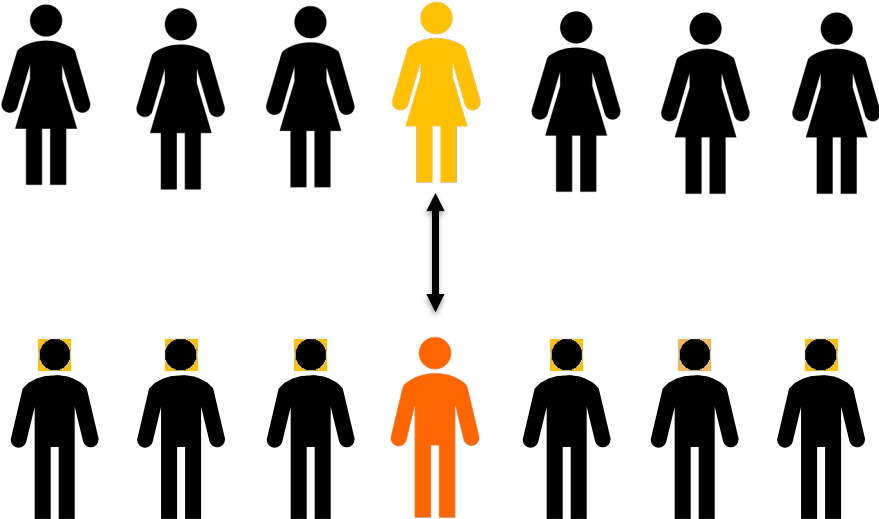
In addition, we want to ensure that all of our colleagues have the opportunity to develop their careers with us, as well as having the flexibility to achieve what's important to them, both in and outside of work

Under the UK Government's new Gender Pay Gap Regulations, employers in Great Britain with more than 250 employees are requested to report their gender pay gap. The gender pay gap shows the difference in the average hourly earnings of men and women across an organisation regardless of their roles, industry sectors or seniority. The statistics can be affected by a range of factors, including the number of men and women across all roles across the workforce.

There are two ways to measure this:

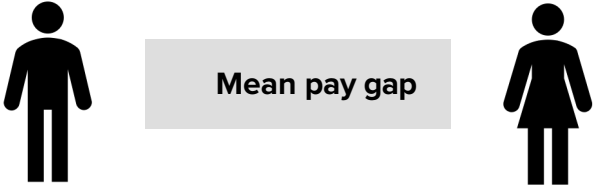
**1) Median pay gap**

The median represents the middle point of a population. If you lined up all of the women at a Company and all the men in order of their hourly rate of pay, the median pay gap is the difference between the hourly rate of pay for the middle woman, compared to the hourly rate of pay for the middle man.



**2) Mean Pay Gap**

This is the difference between the average hourly rate of pay for women, compared to the average hourly rate of pay for men, within a Company.



**We are also asked to report on:**

- Difference in mean and median bonus pay
- Proportion of men and women that received bonus pay
- What pay bands colleagues fall into – this is shown across 4 pay bands or quartiles ranging from lowest to highest pay

# Gender Pay Gap: Employees

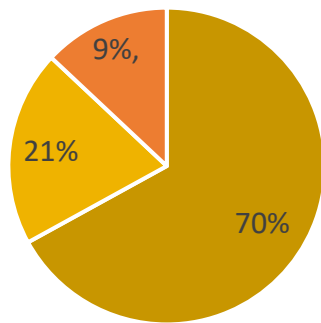
## Gender Split by Division

On 5th April 2025, Enotria employed 257 employees, of which 245 were full pay relevant employees. The data in this report is based on salaries of all people employed by Enotria companies on 5th April 2025, which includes Enotria Winecellars Limited and Enotria Wine Group Limited. Enotria employees continue to be mainly male, with men making up 70% of our workforce.

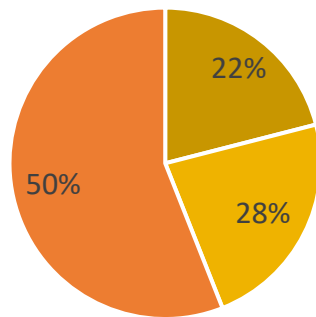
We recognise through our recruitment processes that applicants for a number of our roles are predominantly male. This is largely down to the sector we are operating in and the fact that a large portion of our workforce are Warehouse Operatives and Drivers, roles which are traditionally male orientated whilst office jobs are still occupied by more women.

### Gender split by Division

#### Females



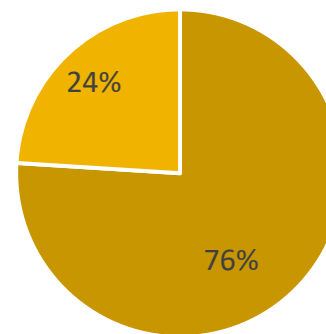
#### Males



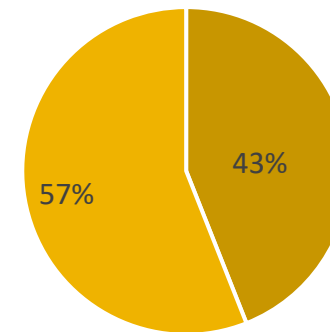
■ Head Office ■ Sales ■ Operations    ■ Head Office ■ Sales ■ Operations

### Gender split in each Division

#### Sales

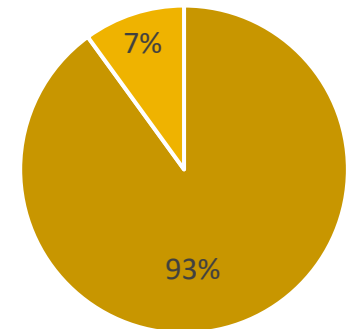


#### Head Office



■ Male ■ Female ■

#### Operations



# Gender Pay Gap: Hourly Rate

## Enotria Hourly Pay Results 2025

In 2025 Enotria's hourly mean pay gap was slightly in favour of men and our median pay gap was in favour of women. The small pay gap is mainly due to the imbalance in the proportion of men and women across all levels of the organisation. 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 our Sales force, we know that there is still a lot more to do to achieve a balanced distribution and to continue to eliminate the gap.

The average gender pay gap in 2025 in the UK is + 12.8% (in favour of men).

**Mean Pay Gap**

**1.89%**

**Median Pay Gap**

**-25.26%**

**ONS Median Pay  
Gap**

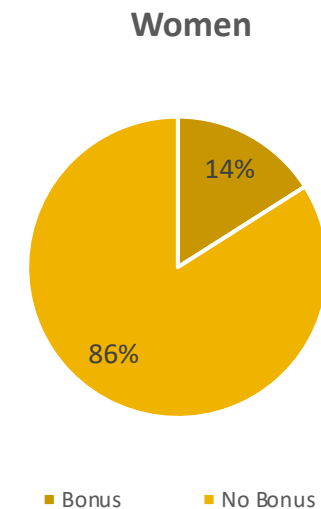
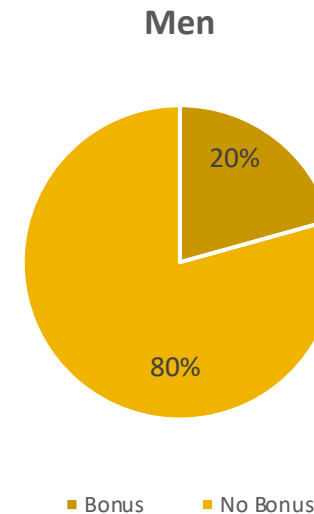
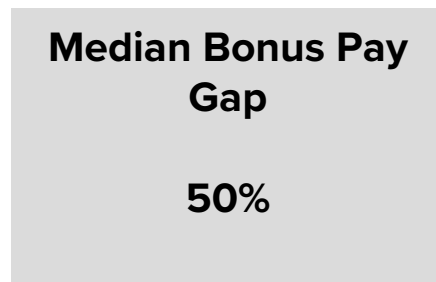
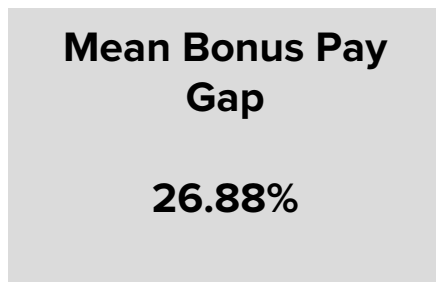
**12.8%**

# Gender Pay Gap: Bonus Rate

During the twelve months to 5 April 2025, Enotria 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 2025, 14% of women received a bonus which is down from 16% in 2024. Although this result is disappointing, we believe that it does not present the full picture as the number of bonuses awarded was reduced and the data is therefore based on a smaller sample.

Bonuses are also most commonly paid to the Sales Teams, which is 76% male.

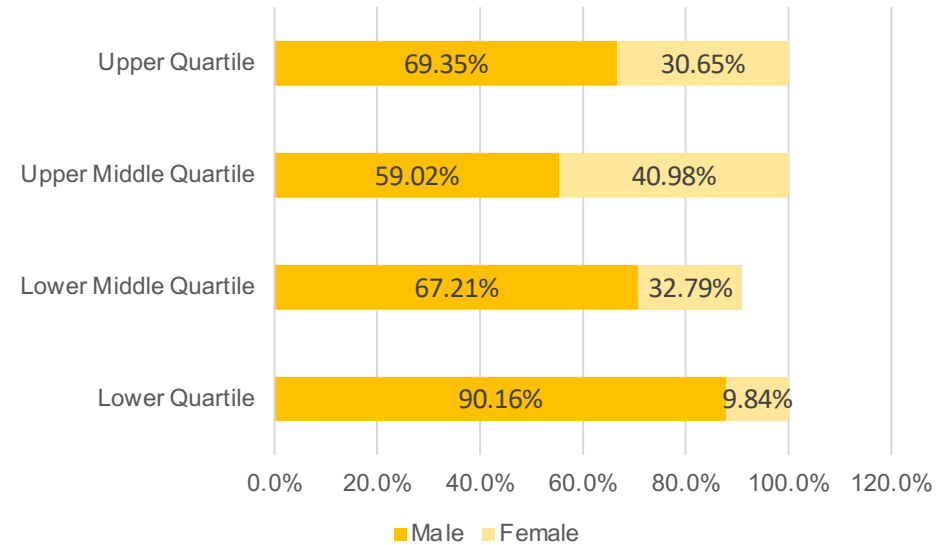


Proportion of people who received a bonus in the last 12 months

# Gender Pay Gap: Pay Quartiles



## Proportion of males and females in each pay quartile



We acknowledge that within our pay ranges, we do have gaps, and our male population continues to be preeminent in the upper and lower quartiles.

However, the data gathered shows that these gaps are caused by the dominance of male in certain areas of our company rather than men and women being paid differently to do the same job.

We are aware, through our recruitment processes, that for a number of roles within our business, applicants are predominantly men, and this is driven to a large extent by the fact that a large percentage of our Operations and Sales teams are male.



# Enotria: Our Action Plan

Enotria 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:

- Introduce quarterly monitoring for salaries (new starters, promotions, secondments and in role increases) to understand any gender bias
- Aim to have an equal number of male and female applicants shortlisted for our vacancies and ensure we have balanced interviewing processes to reduce any bias
- Undertake recruitment and promotion activities that increases the pool of candidates for underrepresented groups
- Launch a new training program to upskill our managers, particularly women who have recently been promoted to ensure they are fully trained and supported in their new roles to be successful
- Promote flexible ways of working with positive statements as part of the recruitment processes as well as examples at all levels of those working flexibly to demonstrate our hybrid working culture



# Enotria: Final Statement

It is our intention to utilise the findings of this report to understand our diversity disparities and consider any further possible proactive opportunities to encourage positive results on an ongoing basis.

We recognise there is still 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, whilst our Operations and Sales Divisions are very male dominated.

Our workforce remains diverse, and we are committed to encourage everyone to be their best, develop and grow within the organisation, and we will continue to offer the best possible opportunities to everyone regardless of gender, seniority or any other factor.

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 'Sharnel Hogg', written in a cursive style.

Sharnel Hogg  
**People Director** *for and on behalf of*  
**Enotria Winecellars Ltd.**

**enotria**  
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