

T H WHITE LTD – GENDER PAY GAP REPORT MARCH 2023

T H WHITE LTD (the Company) is required by law to publish an Annual Gender Pay Gap Report. The report is designed to illustrate the average (mean and median) gender pay gap percentages for hourly rates of pay and bonus pay of full-pay employees.

Gender Pay Gap should not be confused with Equal pay which deals with the pay differences between men and women who carry out the same jobs, similar jobs or work of equal value.

At the snapshot date of 5th April 2022, the Company's workforce was predominantly male: 84.7% (398) compared to 15.3% (72) females. This has been the case throughout TH WHITE's history, more males than females, and is not surprising as traditionally our engineering and agricultural business operations have not always been seen as a frequent career of choice for females. This is something which is gradually and rightly changing. It may take some time for those percentages to become more balanced as we are fortunate at TH WHITE that we have many people at TH WHITE who stay for most of their careers.

HOURLY PAY SUMMARY

Hourly Summary Mean Gender Pay Gap in Hourly Pay 15.4%

Median Gender Pay Gap in Hourly Pay 18.5%

The Gender Pay Gap in the Company is predominantly driven by 3 key factors:

- there are more men in senior roles
- part time opportunities across our business are mainly filled by females
- our operations do not generally attract female applicants.

The Company is confident that men and women are paid equally for doing equivalent jobs across our business. The figures also reflect an improvement on balance on the same time last year. We have also seen a large number of flexible working requests from all areas, regardless of gender, since the COVID pandemic as our people adjust to different ways of working and life challenges.

BONUS SUMMARY

Proportion of males with Bonus 90.8%

Proportion of females with Bonus 89.5%

Mean Gender Pay Gap in Bonus 32.2%

Median Gender Pay Gap in Bonus -25%

The Company does not currently employ any female Board members. This reflects the nature of an industry which has not historically been perceived as an attractive sector for females. The figures also reflect an improvement on balance on the same time last year, where in 2021-22 84.4% of males and 75.8% of females received a bonus. Not only have the overall percentage of those receiving bonus increase, but the gap between males and females receiving bonus has narrowed considerably.

There is a significant shortage of engineers and service technicians in the UK which has been a concern for both our Company and the wider economy, and many of the organisation who work in the same sectors as ourselves. One of the biggest challenges is encouraging women to take up an engineering career. There is also a decline in overall skills within certain sectors, such as dairy, where

the net number of overall persons working within the sector has declined due to mechanisation. Currently only 9%* of engineers in the UK are female, the lowest in Europe. Encouraging more females into senior and technical roles in the Company is one way in which a greater gender balance can be achieved. In the last 8 years, an increasing number of females have been appointed to senior and technical roles, and we expect (and wish for) this trend to continue. We will continue to promote equality of opportunity in the coming years and commit to fairness and reasonableness in our recruitment practice. We also acknowledge we have some way to go. The Company will continue to take positive action to address gender gaps and to make sure its policies and practices reflect a commitment to equal opportunity regardless of gender.

Alexander Scott
CEO
March 2023