

Direct
Wines

**Gender Pay Report
2017**

Foreword

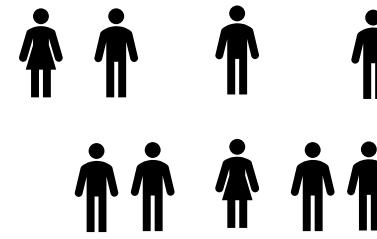
At Direct Wines we have always been committed to a comprehensive policy and the promotion of equal opportunities for all of our employees. We believe it is both good business practice and in our interest to work in an environment that recognises the diversity of the people within the organisation and the talents of all employees. Proudly family owned since our founding in 1969 the family (Tony and Barbara Laithwaite and their three sons) are all shareholders and members of the Direct Wines Board. The Board includes two further Non-Executive Directors (1 female & 1 male) plus the Group Chief Executive Officer and Group Chief Financial Officer. The male bias of the current Board is somewhat an “accident of birth” given the composition of the Laithwaite family.

In the data covered by this report we include our UK team (led by our Female MD) and a small number of group roles, all of whom are based in the UK. In total at the time of this report there were 640 permanent employees of which 36% were female. 35% of our senior business management is female. We operate defined pay scales for 70% of our employees across the UK and all of our salaries are always defined by the specific role regardless of gender, age, race or other variables. Regardless of gender, men and women of similar experience are always paid the same for the same role. In addition, all of our employees are members of the annual profit share bonus earning up to 10% of basic salary.

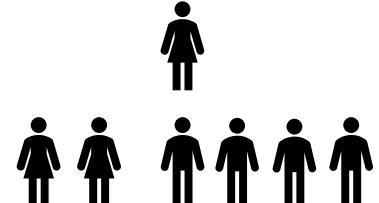
We remain focused on improving our proud track record of providing females with opportunities to progress and attain the most senior roles within our business. We have benefited from excellent female leadership throughout the history of the company and will continue do so in the future.

David Thatcher
Chief Executive

Co-chairs, President & CEO



UK Management Team



Number of Employees

640

Senior Leadership

35%

5 Female Directors in UK business

Measuring the pay gap



Our Calculations

Under the Government regulations we are required to report on Direct Wines pay and bonus data by gender.

In April 2017 Direct Wines employed 640 people in the UK, across our head office, distribution centre and retail outlets. Our Head Office in Theale employs over 200 people with a further 250 in our Gloucester distribution site and the remaining staff in our Bristol office and multiple retail outlets.

The report is calculated using median and mean pay gaps between men's and women's pay & bonuses.

We confirm that the information contained in this report is accurate.

Direct
Wines

Laithwaite's
..... WINE

AVERYS
FINE WINE MERCHANTS SINCE 1793

Our Figures

Understanding our pay gap,

Mean
Pay Gap

+12%

ONS Mean
+ 18.4%

Median
Pay Gap

+8%

ONS Median
+18.8%

Mean Bonus
Pay Gap

+110%

Median Bonus
Pay Gap

+50%

% of Employees
Entitled to Bonus

100%



90% A black icon of a male figure with short hair and a simple suit.

% of Employees
Receiving Bonus

93% A black icon of a male figure with short hair and a simple suit.

There were 640 employees in our UK business in April 2017. Of these 36% were female. Every employee is a member of the Company bonus scheme and over 400 employees worked in roles governed by established pay scales.

When considering our 2nd, 3rd and 4th employee quartiles there is no mean hourly rate gender pay gap.

Quartile	Differential	Female	Male
1	+24%	40%	60%
2	0%	36%	64%
3	0%	33%	67%
4	0%	39%	61%

The pay gap in Quartile 1 is reflective of the majority of the board, including four of our five shareholders, being male. If we exclude our shareholders the differential reduces significantly as would our overall mean pay gap, as shown in the table below.

Quartile	Differential
1	+9%
2	0%
3	0%
4	0%

Every employee (with the exception of our shareholders and NED's) is a member of the annual Company profit share scheme, paid to employees based on Company performance. The bonus pay gap is reflective of the fact that key senior leaders also receive additional bonuses based on business performance and 2017 was a record breaking year. The annual bonus is paid in August so employees joining after this date did not receive a payment.

Closing the gap

We will continue our proud record of providing women with opportunities to progress into senior leadership roles and we remain committed to recruiting and developing the talent for the future success of the Company regardless of gender .

We are proud of the fact that we already have a number of women in senior leadership roles. This includes our Co-Chair, Audit Committee Chairperson and NED, UK Managing Director, Retail & Corporate Director, Legal Director, Merchandising Director and General Manager - Innovation. In addition to the Directors, 53% of senior Departmental Heads across the UK business are female.

We truly believe in the benefits of diversity within our senior leadership teams and will continue to identify and develop the full potential of all of our employees.

