



WGEA

Gender Pay Gap Reporting – Employer Statement

01 Employer Statement

Coates Group

At Coates, we are committed to creating a truly inclusive and diverse workplace, where everyone feels valued, respected and has equal opportunities to thrive.

We recognise the importance of promoting gender equality, and we are actively taking steps to create an environment where we can all be our authentic selves and where we all feel we belong. One of our values called “unlock the power of our differences, together”, is designed with this at its core, where we harness the inherent strength that lies in our differences. Our roadmap to achieve this, starts with our Diversity, Equity and Inclusion strategy which has been developed in conjunction with our Equality and Empowerment Committee (a committee which has equal male and female representation).

Our commitment doesn't stop there, we also volunteered to sign a pledge with one of our largest customer McDonald's where we, along with other suppliers, pledged to demonstrate a commitment to diversity, equity and inclusion in ways meaningful to our organisation and that also accelerate change and innovation throughout our collective value chain.

Whilst commitments, approaches and strategies are all important measures – we judge ourselves on the actions we take towards achieving gender equality.

From the very outset, we apply recruitment and onboarding practices that encourage diversity of talent and aim to improve the diversity mix at key recruitment stages – application, progression to interview and offer.

Looking at our gender pay gap of 9.9% which is around half of what the industry average is at 21.7%, and we also note that at several levels within our company, the average salary of females is higher as compared to other males at that level. We, like most companies, continue to focus on what steps we can take to improve and one of these actions is conducting an annual gender pay gap analysis, then creating awareness and educating decision makers on what the gap is and ensuring that this is used as a data point when determining salary increases.

The actions we have also taken in relation to promoting diversity at all levels of the organisation, has included a focus on increasing the representation of women in leadership roles. During the last 18 months we have appointed an additional 2 females to the Senior Leadership team. Education and empowerment are two goals of ours and this year, to celebrate International Women's Day, we will host a 'Women in IT' awareness session for our global crew. Flexibility is a key aspect of our commitment to gender equality. We understand the unique challenges that some crew may face due to family or other caring responsibilities, and we offer very generous flexible work arrangements that include hybrid working (minimum of 2 days in the

office per week), flexible start and finish times, job share, part-time, remote work options and other initiatives under our Thrive wellness program that promote a healthy work-life balance. We are pleased to have a Global Parental Leave policy which includes benefits such as paid parental leave, accommodates attendance at antenatal or assisted conception appointments during work hours and provides for additional paid 'keeping in touch' days.

To ensure we provide a mechanism for ongoing feedback, each year we ask specific questions in our engagement survey in relation to diversity and inclusion, one question being "When I share my opinion it is valued", which is one of our higher scoring questions at over 80%.

Educating our workforce on unconscious bias and promoting an inclusive culture is another cornerstone of our efforts. Our values have been written to incorporate these and we also provide training programs that aim to raise awareness about gender biases and encourage an open dialogue among crew to foster a more inclusive workplace.

We know this is an ongoing journey, and it's one we are all in for. Together, we strive to build a company culture that values and celebrates the unique contributions of every individual, irrespective of gender.

