

Direct,
Wines

**Gender Pay Report
2017-2018**

Foreword

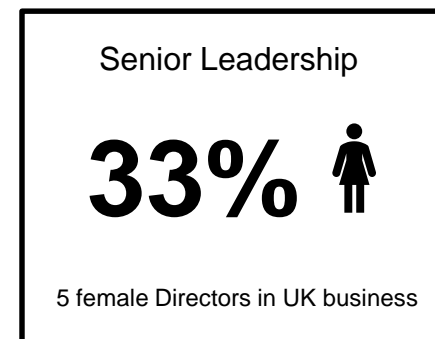
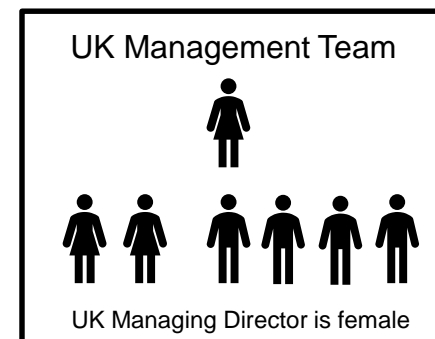
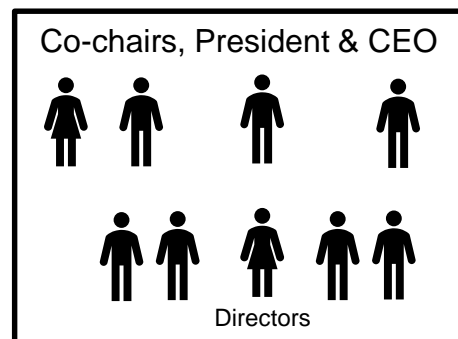
At Direct Wines we continue to be fully committed to a comprehensive policy of equal opportunities for all of our employees. Proudly family owned since our founding in 1969 the family (Tony and Barbara Laithwaite and their three sons) are all shareholders and members of the Direct Wines Board. The composition of our board is unchanged since the last report and includes two 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. The three sons have taken a more active day to day role within the business over the last year and will continue to do so in the coming years as the leadership of the business transitions from our Founders to the next generation.

Our UK business continues to be led by a female managing director with 38% of the UK organisation female (an increase of 2% over the last 12 months) and 33% of our senior business leadership roles held by females..

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. In addition, all of our employees are members of the annual profit share bonus earning up to 10% of basic salary depending on company performance.

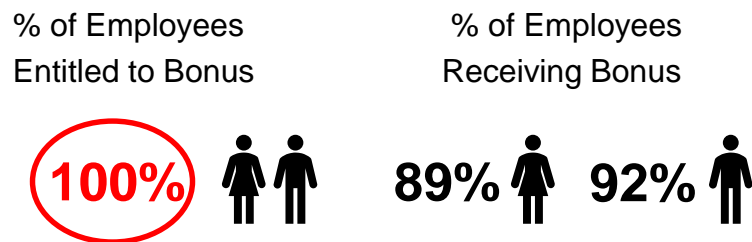
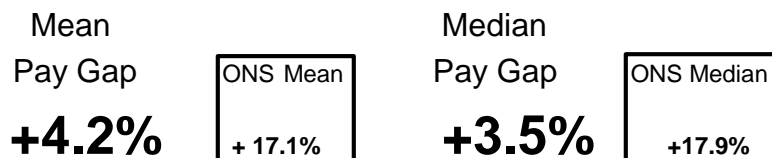
We remain focused on maintaining our proud track record of providing females with opportunities to progress and to attain the most senior roles within our business. We have benefited from excellent female leadership throughout the history of the company and will continue do so in the future.

David Thatcher
Chief Executive



Our Figures

Understanding our pay gap,



There were 625 employees in our UK business in April 2018. Of these 38% were female. Every employee is a member of the Company bonus scheme and over 430 employees worked in roles governed by established pay scales. Our mean pay gap has reduced from 12% to 4.2% and the median from 8% to 3.5% in the last 12 months.

When considering our 2nd, quartile there is a 2.4% mean pay difference in favour of females. The 3rd and 4th quartiles have no gap.

Quartile	Differential	Female	Male
1	+ 8.1%	37%	63%
2	- 2.5%	38%	62%
3	0%	39%	61%
4	0%	38%	62%

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 as would our overall mean pay gap, as shown in the table below.

Quartile	Differential
1	+ 6%
2	- 2.5%
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. 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 best talent for the future success of the company regardless of gender .

We are proud of the fact that we continue to have women in many key 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 over 50% of senior departmental heads 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.

