



## World Kinect Corporation Gender Pay Gap Report

We are an employer required by law to carry out Gender Pay Reporting under the Equality Act 2010 (Gender Pay Gap Information) Regulations 2017.

The data reported from 5<sup>th</sup> April 2024 represents one entity within our UK organisations that falls under the above legislation: **WFL (UK) Limited**

We will use the published results to assess:

- The levels of gender equality in our workplace
- The balance of male and female employees at different levels
- How effectively talent is being maximised and rewarded.

The challenge in our organisation and across Great Britain is to eliminate any gender pay gap.

### Declaration

I confirm that the data contained within this report is accurate and meets the requirements of the Gender Pay Gap reporting regulations.

A handwritten signature in blue ink, appearing to read 'MR', with a stylized flourish extending from the end.

Michael Ranger, Director, WFL (UK) Limited

## WFL (UK) Limited

### Pay Gap

Gender Pay Gap	Mean: 4%	Median: 18%
Bonus Pay Gap	Mean: (31%) (no gap)	Median: (31%) (no gap)

### Employees Receiving a Bonus

Male	81%
Female	82%

### Employees by Pay Quartile

	Male	Female
Upper Quartile	77%	23%
Upper Middle Quartile	93%	7%
Lower Middle Quartile	87%	13%
Lower Quartile	46%	54%