



## **World Fuel Services 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 is from 5<sup>th</sup> April 2023 for two of our UK Organisations which fall under the above legislation:

**WFL (UK) Limited**

**World Fuel Services Europe Ltd**

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 "M. Ranger". The signature is fluid and cursive, with a large initial "M" and a long, sweeping underline.

Michael Ranger, Director, WFL (UK) Limited & World Fuel Services Europe Ltd

## WFL (UK) Limited

### Pay Gap

<b>Gender Pay Gap</b>	<b>Mean: 7%</b>	<b>Median: 21%</b>
<b>Bonus Pay Gap</b>	<b>Mean: (25%) (no gap)</b>	<b>Median: (31%) (no gap)</b>

### Employees Receiving a Bonus

<b>Male</b>	<b>87%</b>
<b>Female</b>	<b>90%</b>

### Employees by Pay Quartile

	<b>Male</b>	<b>Female</b>
<b>Upper Quartile</b>	<b>79%</b>	<b>21%</b>
<b>Upper Middle Quartile</b>	<b>89%</b>	<b>11%</b>
<b>Lower Middle Quartile</b>	<b>85%</b>	<b>15%</b>
<b>Lower Quartile</b>	<b>47%</b>	<b>53%</b>

## World Fuel Services Europe Ltd

### Pay Gap

<b>Gender Pay Gap</b>	<b>Mean: 49%</b>	<b>Median: 40%</b>
<b>Bonus Pay Gap</b>	<b>Mean: 69%</b>	<b>Median: 65%</b>

### Employees Receiving a Bonus

<b>Male</b>	<b>89%</b>
<b>Female</b>	<b>80%</b>

### Employees by Pay Quartile

	<b>Male</b>	<b>Female</b>
<b>Upper Quartile</b>	<b>82%</b>	<b>18%</b>
<b>Upper Middle Quartile</b>	<b>78%</b>	<b>22%</b>
<b>Lower Middle Quartile</b>	<b>49%</b>	<b>51%</b>
<b>Lower Quartile</b>	<b>41%</b>	<b>59%</b>