

Direct,
Wines

**Gender Pay Report
2018-2019**

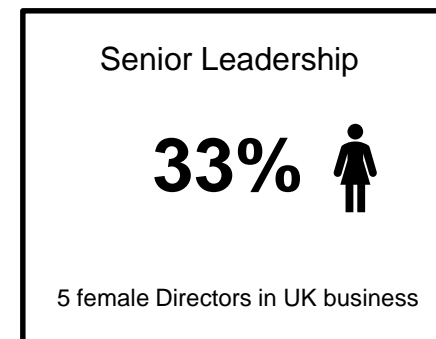
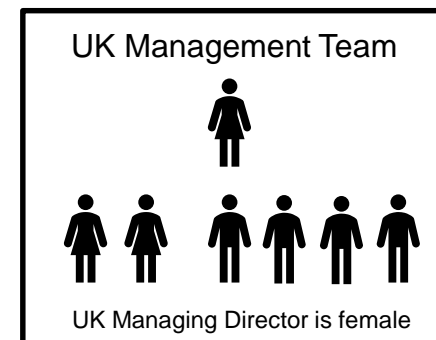
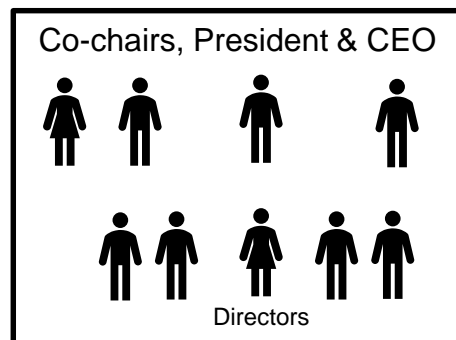
Foreword

At Direct Wines we continue to be fully committed to our comprehensive policy of equal opportunities for all of our employees. Our family owners since the founding of the company in 1969 (Tony and Barbara Laithwaite and their three sons) continue to be the only shareholders and are also all members of the Direct Wines Board. The composition of our board is unchanged since the last report and includes two non-executive directors, the Group CEO and Group CFO. Henry Laithwaite took over from Barbara Laithwaite as Chairman in July 2019.

Our UK business continues to be led by a female managing director and 33% of our senior leadership roles are held by females. We continue to operate defined pay scales for approximately 70% of our UK employees. All salaries are defined by the specific role regardless of gender, age, race or other variables and in quartiles two, three and four the pay gap favours female employees. In addition, all employees are members of the annual profit share bonus earning up to 10% of basic salary depending on company performance.

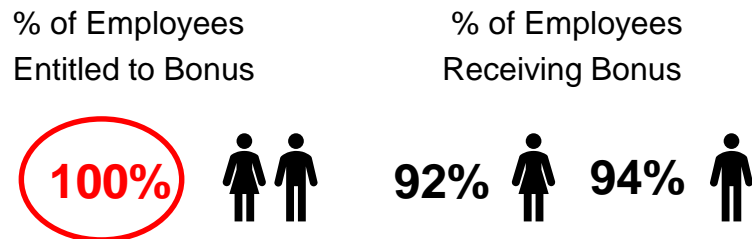
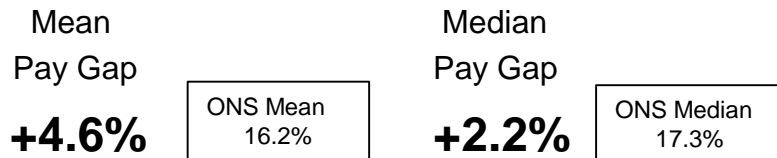
We remain focused on maintaining our proud track record of providing employees with opportunities to progress and to attain the most senior roles within our business regardless of gender, age or race.

David Thatcher
Chief Executive



Our Figures

Understanding our pay gap,



Within quartiles two, three and four our pay gap favours women. The current gap in quartile one continues to be impacted by the composition of the Board, largely as a consequence of our shareholder gender mix.

Quartile	Mean Pay Gap	Female	Male
1	+ 10.2%	38%	62%
2	- 5.1%	39%	61%
3	- 0.9%	39%	61%
4	- 0.5%	39%	61%

Every employee (except for 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 new employees joining after this date did not receive a payment in 2018.

We continue to employ women in key senior leadership roles. In March 2019 this included 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 our heads of department are women.

We are proud of our 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 .