



WINeworks

# Mind the Gap - Pay Report

WineWorks 2023 statistics.

 mindthegap.nz

Updated 2024-03-05

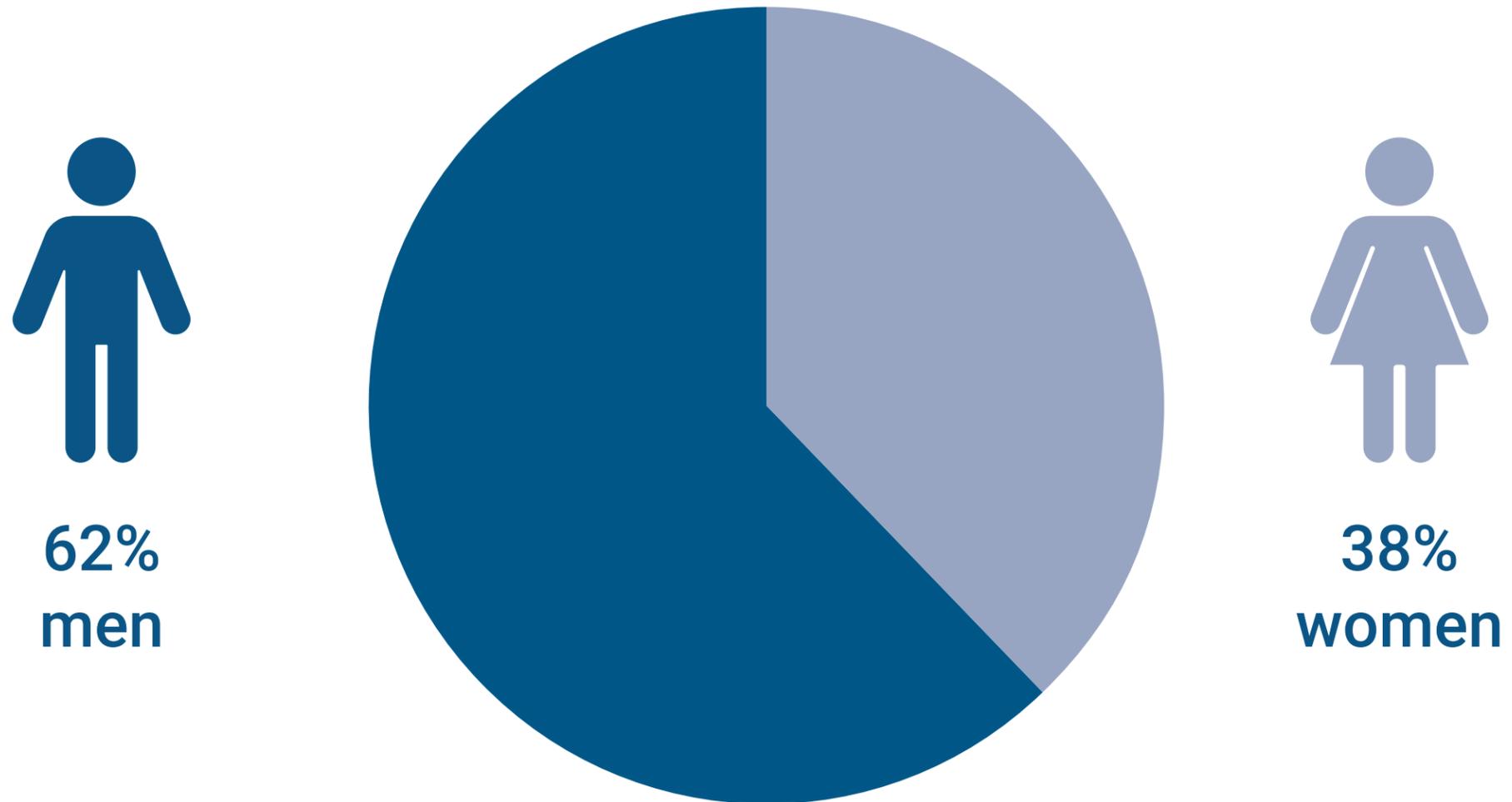
We have started identifying the gaps in wages between gender and ethnicity.

The data we have collected for our first report is from July 2023, setting a benchmark for us to improve upon as we begin to publish this information annually.

At WineWorks, our pride is in our people, and the culture they create. They are what makes our business what it is today. By measuring gaps in wages, we are continuing our goal of making our workforce as equitable, diverse, and inclusive as possible.



## WineWorks Staff Gender Ratio:



We have split our team into four categories to accurately understand and identify pay gaps between genders in their respective skillsets.

**1 Semi-Skilled & Skilled:**

- Production and Warehouse staff
- Bottling Line Operators
- Forklift Operators
- Laboratory and Cellar staff
- Administration staff

**2 Highly Skilled:**

- Engineers
- Technical Cellar roles
- Machine Setters
- Quality Control
- 2ICs

**3 Junior Manager:**

- Team Leaders
- Production Planners
- IT and Systems Support
- Specialist roles

**4 Manager & Senior Manager:**

- Department Heads
- Plant Leadership Team



## Why are there differences?

Within our Warehouse team (*Semi-Skilled & Skilled*), there are some members that work on a non-standard shift system, and are currently paid higher than workers on a regular shift schedule. These team members are all male. Many of our Māori and Pasifika team members are part of the *Semi-Skilled & Skilled* category, too.

In New Zealand, there is a skills shortage of Engineers. As of July 2023, all our Engineers are men, and are paid at a competitive salary for the array of skills they have to offer compared with other roles in *Highly Skilled*.

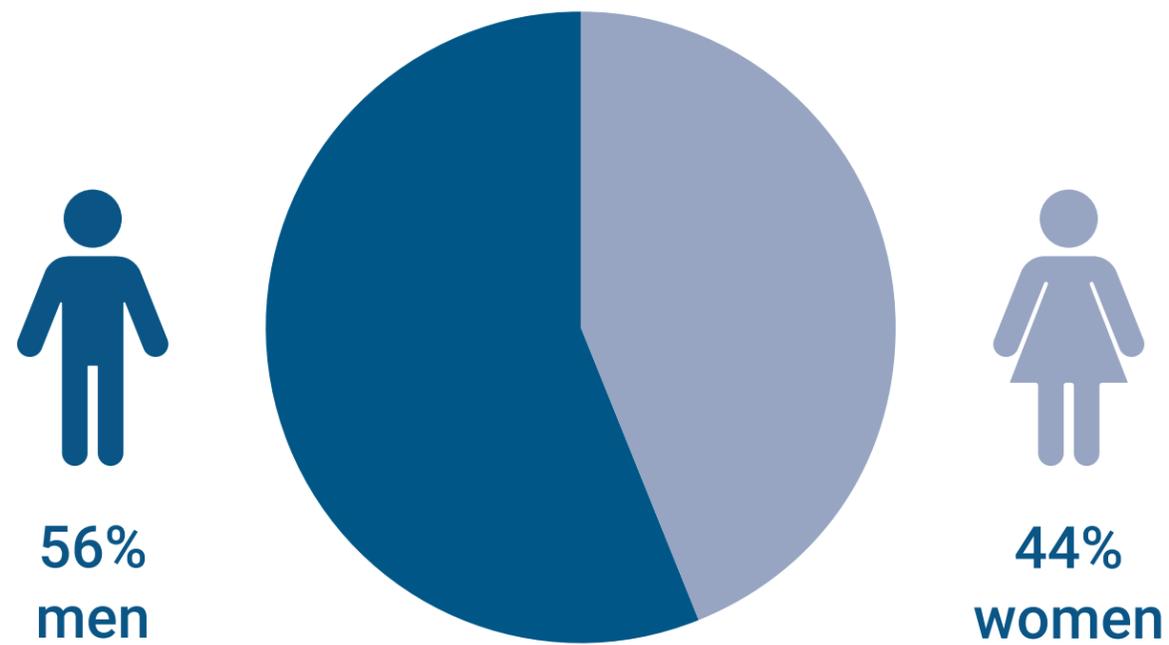
Within the *Junior Manager* category, there are more males in our Production and Warehouse departments. However, in the smaller departments in this category such as Client Services and Quality, there are more females.

Female and POC (person of colour) have a lower presence in the management skillset categories. Male employees that fall in the *Manager & Senior Manager* category are the majority, particularly in Production and Warehouse.



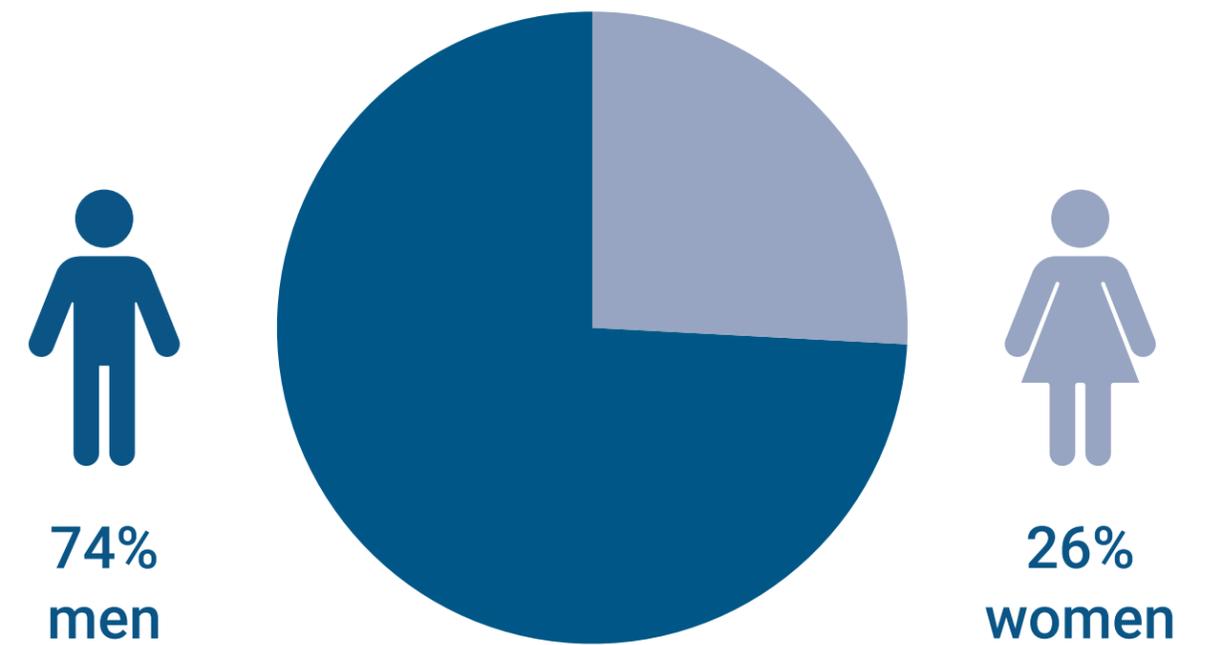
## Gender Ratio by Skillset

### Semi-Skilled & Skilled:



Semi-Skilled & Skilled men are paid **5%** more than their women teammates.

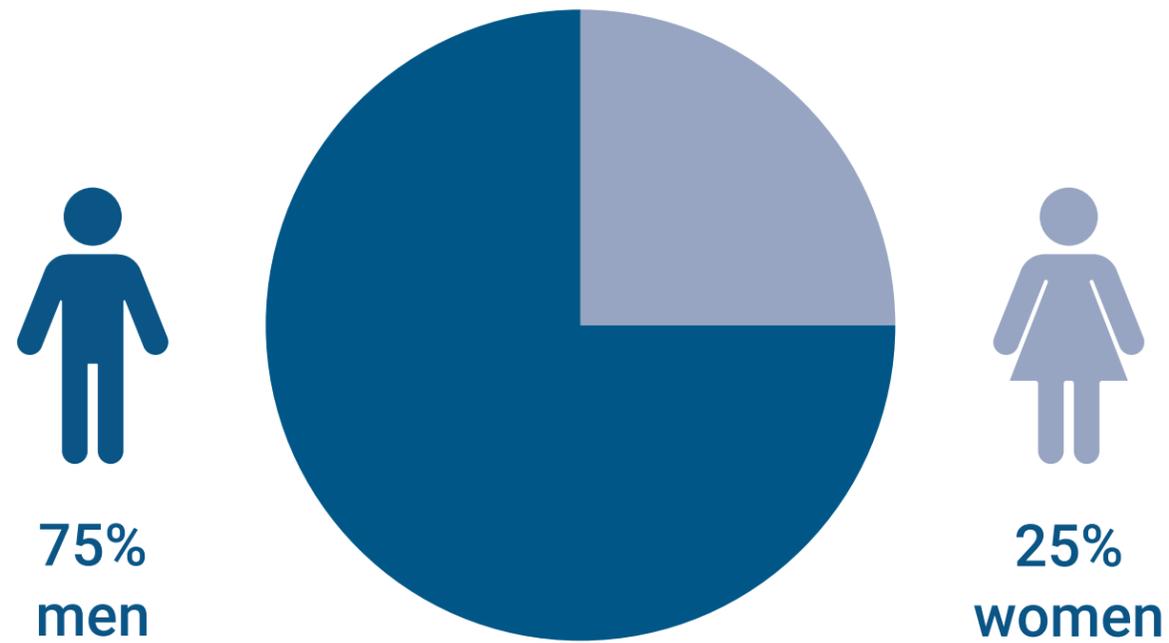
### Highly Skilled:



Highly Skilled men are paid **3%** more than their women teammates.

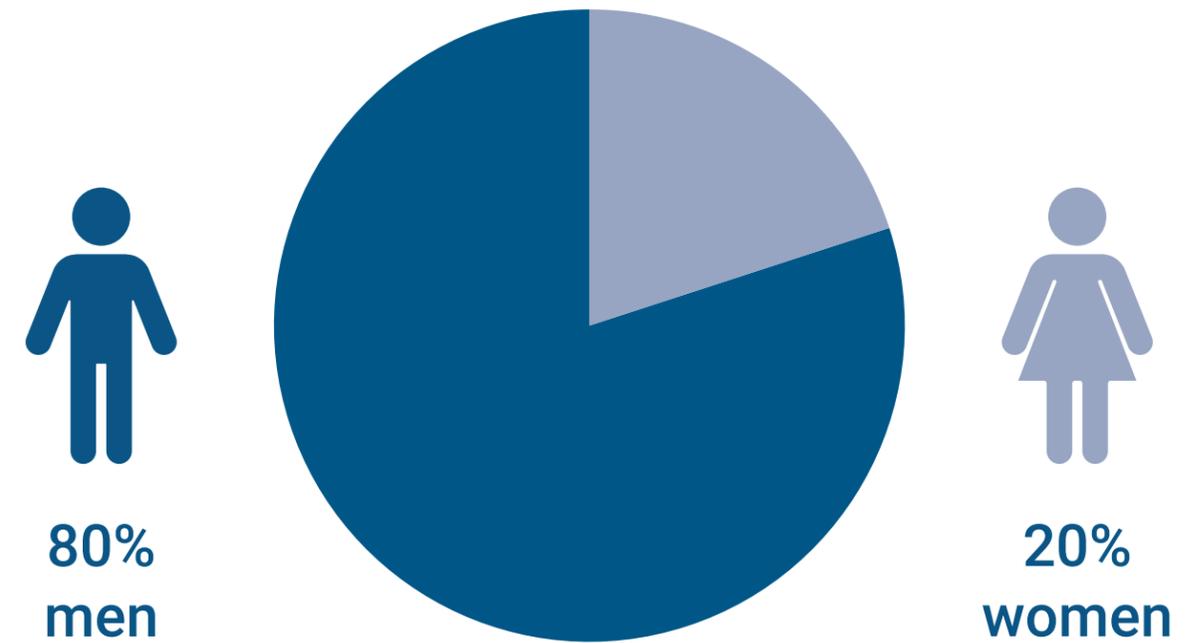
## Gender Ratio by Skillset

Junior Manager:



Junior Manager men are paid **6%** more than their women teammates.

Manager & Senior Manager:



Manager & Senior Manager men are paid **3%** more than their women teammates.



At WineWorks, we are incredibly proud of how diverse our team is, employing around 40 nationalities across our Auckland, Hawke's Bay and Marlborough sites.

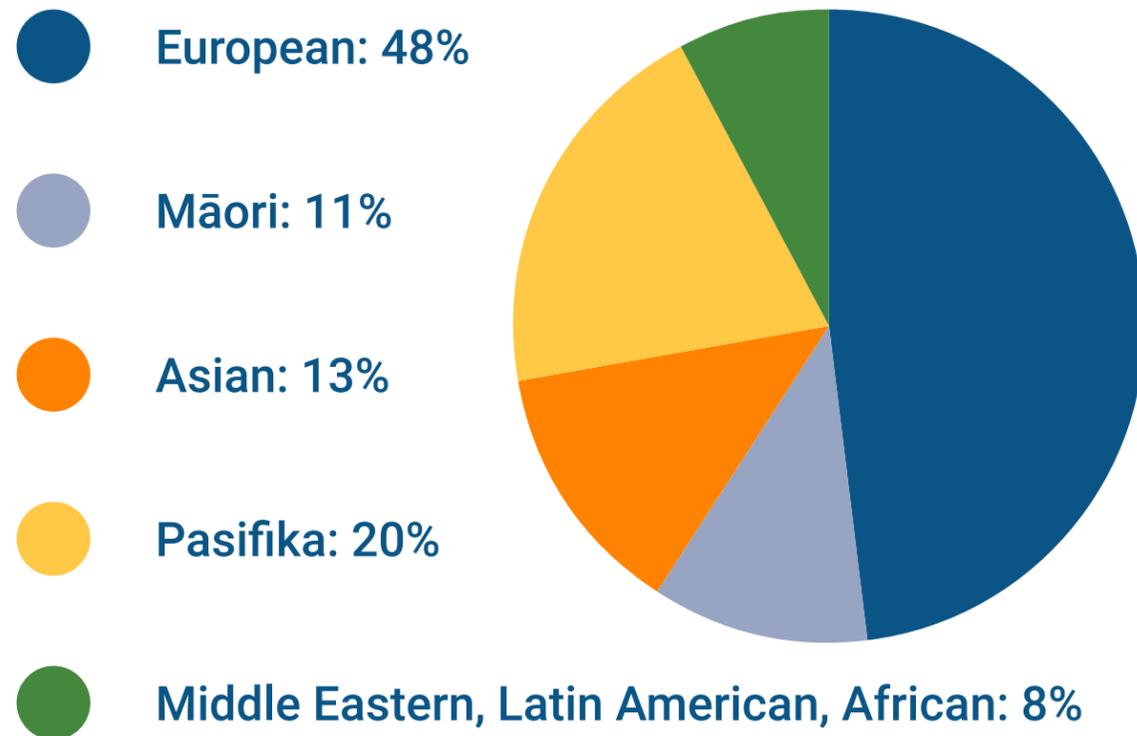
There is a higher percentage of Māori, Pasifika and Asian ethnicities in Semi-Skilled/Skilled and Highly Skilled positions.

The mix of ethnicities show a bias towards European, Latin American and African employees within Junior Manager, Manager, and Senior Manager roles.

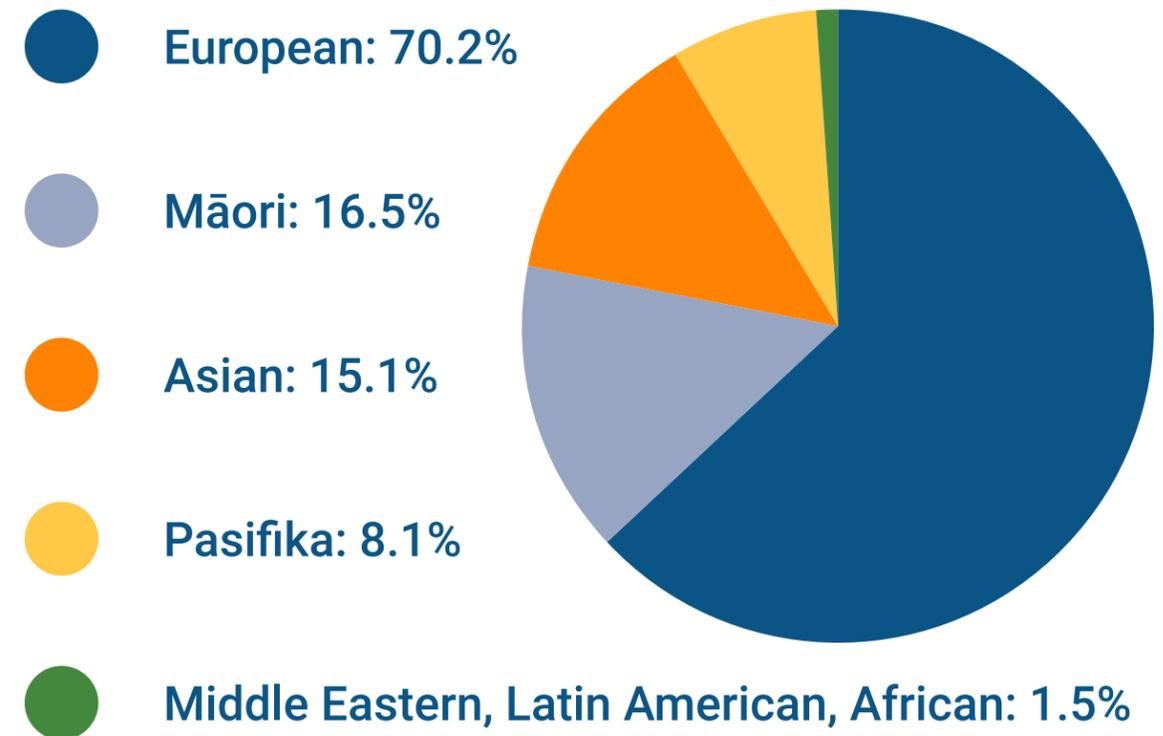


## WineWorks Ethnicity Ratio Versus NZ Census 2018

WineWorks:

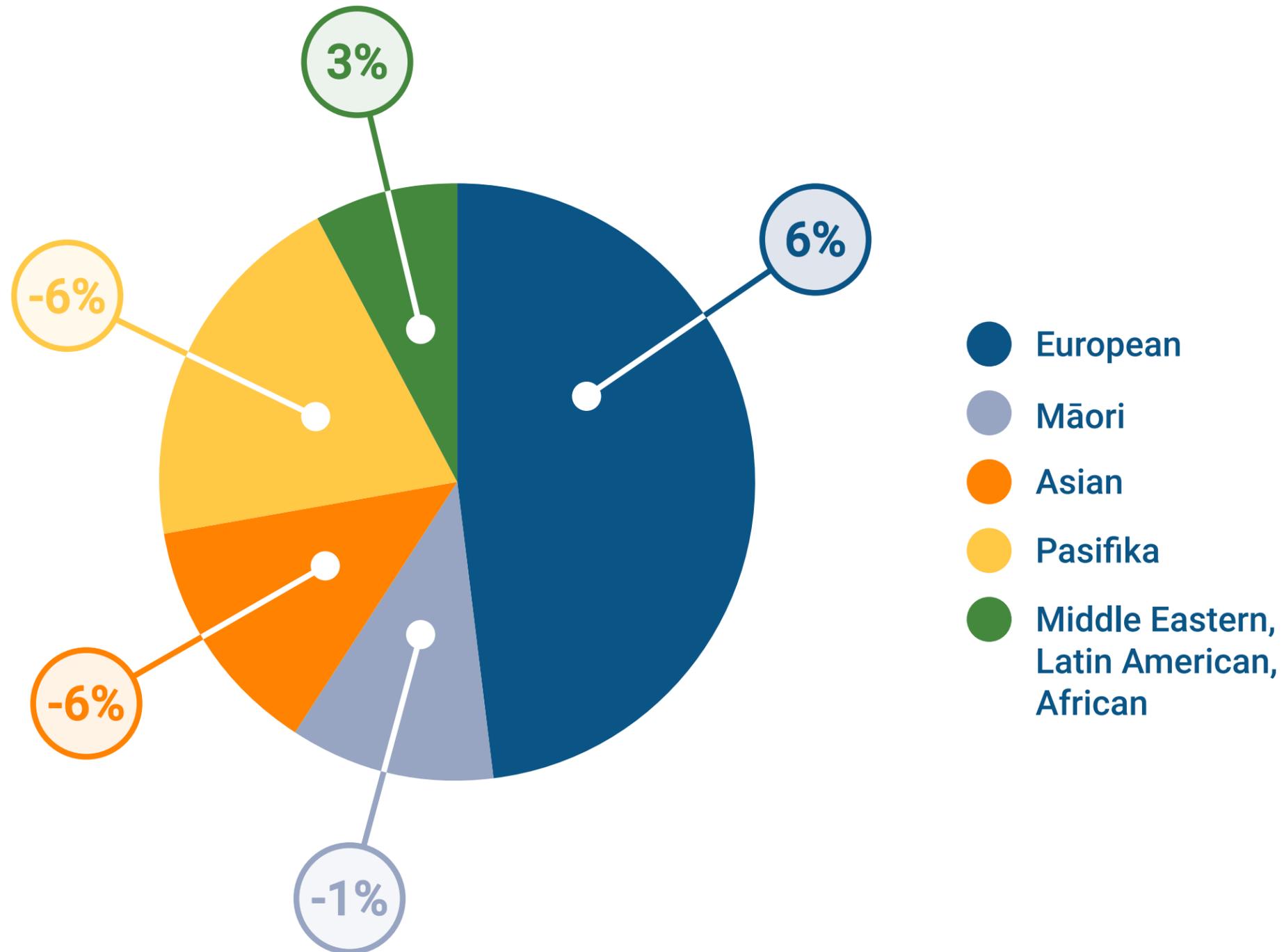


Census 2018:



*Census from June 2023 is due for publication in May 2024.*

## Ethnicity Pay Gap:



## What next?

We are going to further analyse our data by drilling it down to eight grade-by-grade groups. This will help us to further establish where there may be pay gap issues.

Research will be undertaken on gender and ethnicity. Mainly why women and some ethnicities are not represented at higher skillset levels in the organisation. This will help us establish measures to increase their presence in these skillsets.

Each year from now on, we will collect annual data on gender and ethnicity pay gaps within WineWorks, publish them, and find new solutions to close any gaps that shouldn't be there.

