

## Wilmington plc Gender Pay Gap Report 2020 and 2021

### Introduction

Our portfolio business provides a dynamic range of different products to a wide range of customers. Therefore, we understand the power of diversity and we celebrate the innovation and creativity that can be achieved through diverse experience, knowledge, and perspectives.

Gender diversity is important to Wilmington plc, which is why we continue to voluntarily report our Gender Pay Gap, while using the results to take action to narrow highlighted gaps. These gender pay gap metrics are calculated using UK employee data from 5<sup>th</sup> April 2020 and UK and global data from 5<sup>th</sup> April 2021.

### Our UK Data

	2019		2020		2021	
	Female	Male	Female	Male	Female	Male
	♀	♂	♀	♂	♀	♂
<b>Females vs Males (%)</b>						
- Top quartile of hourly pay	38	62	38	62	38	62
- 3 <sup>rd</sup> quartile	56	44	59	41	57	43
- 2 <sup>nd</sup> quartile	69	31	68	32	65	35
- Bottom quartile	78	22	77	23	76	24
- <b>Overall</b>	60	40	61	39	59	41
Hourly pay – gap in medians	35.2%		34.0%		32.70%	
Hourly pay – gap in means	43.6%		46.9%		42.70%	
Bonus pay – gap in medians	63.2%		68.4%		52.90%	
Bonus pay – gap in means	70.7%		72.80%		73.60%	
% receiving a bonus	66.4%	67.5%	83.6%	78.7%	92.2%	82.8%

### Our Global Data

As a truly global business, we take a global view on our Gender Pay Gap. We feel this better reflects how we work across our portfolio. Our 2021 Global Gender Pay Gap is:

	UK		Global	
	Female	Male	Female	Male
	♀	♂	♀	♂
<b>Females vs Males (%)</b>				
- Top quartile of hourly pay	38	62	41	59
- 3 <sup>rd</sup> quartile	57	43	60	40
- 2 <sup>nd</sup> quartile	65	35	67	33
- Bottom quartile	76	24	74	26
- <b>Overall</b>	59	41	61	39
Hourly pay – gap in medians	32.70%		29.11%	
Hourly pay – gap in means	42.70%		40.66%	
Bonus pay – gap in medians	52.90%		48.09%	
Bonus pay – gap in means	73.60%		69.26%	
% receiving a bonus	92.2%	82.8%	87.6%	80.1%

## **Key Highlights:**

- We are encouraged to report that the UK median hourly pay gap (the main gender pay gap metric) has narrowed from 35.2% to 32.7% or by 2.5% between 2019 and 2021.
- Since we started reporting in 2017, the UK median hourly pay gap has narrowed by 3.9% and the UK mean hourly pay gap has narrowed by 6.9%. This demonstrates that we are closing the difference in average pay between male and female colleagues over time.
- In the global context, the 2021 median and mean hourly pay gaps are narrower than the UK alone, by 3.6% and 2.1% respectively. Therefore, the global median hourly pay gap, which we recognise as a more accurate measure of our gender pay gap, is 29.1%.
- The percentage of UK female and male colleagues receiving a bonus has increased since 2019 to 92.2.% and 82.8% respectively, meaning more women are now receiving bonuses than men. We have made significant progress in reducing the UK median bonus pay gap by 10.3% from 63.2% to 52.9%.
- Globally, the 2021 median and mean bonus pay gaps are narrower than the UK alone, by 4.8% and 4.3% respectively. Therefore, the global median bonus pay gap, which we recognise as a more accurate measure of our bonus pay gap, is 48.09% compared to 52.9%
- Since our report in 2019, the percentage of females in the UK third (or second highest) pay quartile has increased, while male representation in the lower quartiles has increased, which encouraging to see.
- In the global context, in 2021, there is higher female representation in the higher (fourth and third) quartiles than in the UK alone. This highlights a better balance of female representation in senior roles across the whole group.

## **Addressing the Gap**

### **Our Commitment to Diversity & Inclusion**

We continue our Diversity and Inclusion journey and remain committed to reducing our gender pay gaps. Our Diversity & Inclusion Working Group, made up of representatives from across Wilmington, has shown great energy and passion, setting the stage for further improvements to be progressed. We have also appointed our first Head of Diversity and Inclusion, establishing our clear vision and strategy for diversity and inclusion, across our global business.

We have recently appointed Ruth Abdey as our Chief People Officer, who brings a wealth of experience to Wilmington, and who is particularly passionate about our diversity and inclusion agenda and championing initiatives to continue closing our gender pay gap.

*“We have made significant progress since our first report in 2017 and we will continue to reduce our gender pay gap over time. As we’ve set out in this latest report, our commitment goes beyond our voluntary UK reporting, and we will continue to take a global view on closing our gender pay gap.*

– **Mark Milner, CEO, Wilmington plc**