

Wilmington PLC Gender Pay Gap Report 2020

Background

Current Gender Pay Gap Regulations came into effect on 6th April 2017. Since then, employers with 250 or more employees in the private and voluntary sectors have been required to publish their gender pay gap statistics each tax year. Below are Wilmington plc gender pay statistics for the period between 6th April 2018 to 5th April 2019.

What is the gender pay gap?

The gender pay gap is an equality measure that shows the difference in average earnings between women and men, throughout an organisation and across all roles. It highlights where there are more men in senior and/or higher paid roles than women.

Gender pay gap is not the same as unequal pay, which is paying men and women differently for the same job; this has been illegal for over 40 years.

Our Statistics

The table below shows the mean and median gender pay gap at Wilmington plc based on the hourly rate of pay the period of 2018 – 2019 and for the previous period of 2017 – 2018, which we reported last year. It also captures the mean and median difference between bonuses paid to men and women.

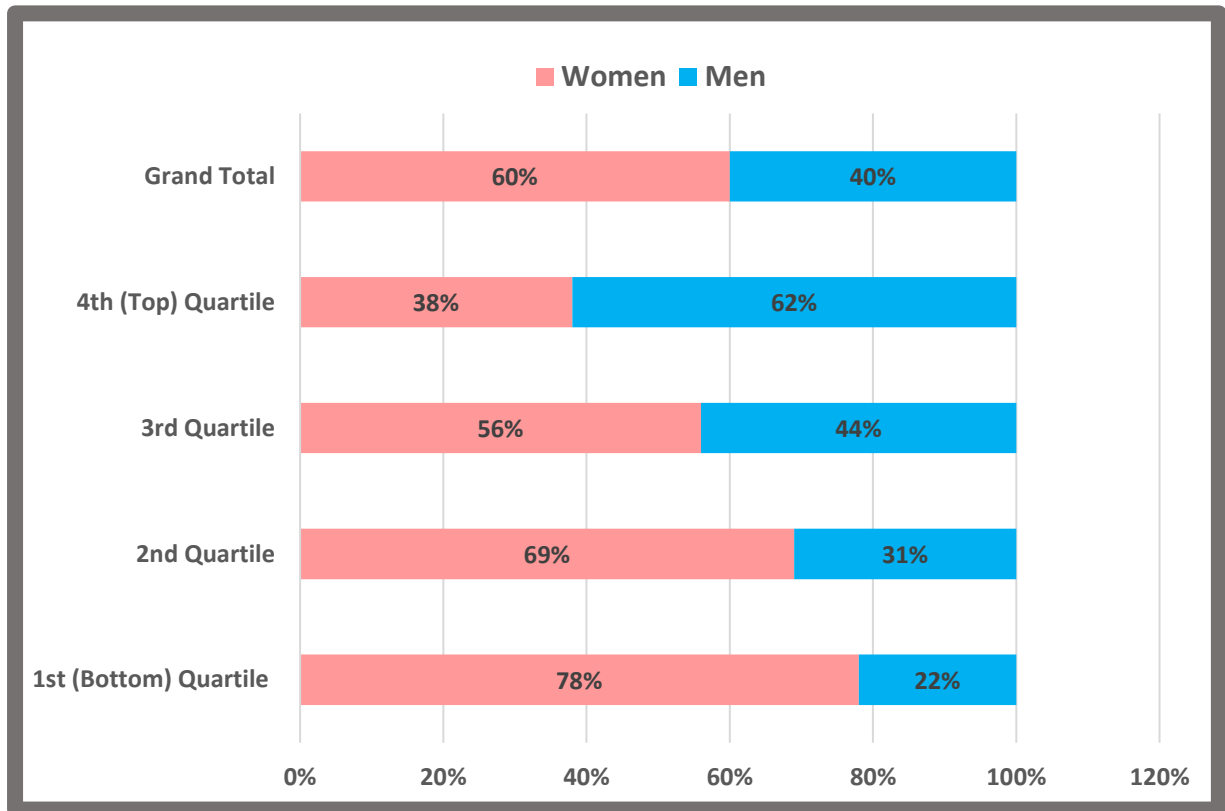
	Difference between men and women			
	2017 – 2018		2018 – 2019	
	Mean	Median	Mean	Median
Hourly Pay Rate	49.6%	34.8%	43.6%	35.2%
Bonus Paid	72.4%	61.6%	70.7%	63.2%

These figures show a positive change. In comparison to the gender pay gap statistics we published a year ago, the mean Hourly Pay Rate difference has *decreased by 6 points*, from 49.6% to 43.6%, whilst the median has increased from 34.8% to 35.2%. The Bonus Paid mean has also decreased, dropping from 72.4% to 70.7%, with the bonus paid median increasing by 1.7 points.

Whilst these changes are not as significant as we would like them to be, they do demonstrate that we are moving in a positive direction. It is also worth noting that with 5th April 2019 snapshot date, this data does not include any changes which happened since then, for example, the appointment of Tamara Kahn, our first female Executive Team member, who joined Wilmington in June 2019.

Proportion of colleagues in each of the pay quartiles

The graph below shows the gender distribution across Wilmington in four equally sized quartiles ordered by lowest paid employees at the bottom in the 1st quartile and the highest in the 4th (top) quartile.



From April 2018 to April 2019 the percentage of female employees across Wilmington has remained unchanged at 60%. However, the percentage of women in the top pay quartile has *grown by 3 points*, from 35% to 38%, whilst the percentage of females in the bottom quartile *has decreased by 2 points* from 80% to 78%. Even though this is still disproportionately low, the fact that the percentage of females in the top quartile is growing represents an encouraging trend.

Our Commitment at Wilmington

Since we made a commitment in 2018 to reduce the gender pay gap at Wilmington, the following progress has been made:

- We enhanced our Wilmington maternity and shared parental leave policies in the UK, giving parents up to 12 weeks of paid leave within a year of a child's birth or adoption, and a further 12 weeks at half-pay.
- Tamara Kahn joined in June 2019 as Divisional Director of Compliance and the first female Executive Committee member.
- Natalie Schwarz, who is stepping down as the only female Non-Executive Director and Chair of the Remuneration Committee, is being replaced with Helen Sachdev.

- Following the feedback from the Employee Engagement Survey we have made a commitment to support all staff in their growth, development and well-being and initiatives are being rolled out across the company.
- We support flexible working, with many of our businesses already having it in place or looking to introduce practices, such as working from home a day a week or flexible hours working.
- We are running a mentoring programme where senior male and female employees are mentoring more junior female colleagues.
- Whilst women are on maternity leave the statutory requirement for pension contribution is 39 weeks. At Wilmington we contribute for the full year.

It is clear there is still a way to go. However, we are proud of the progress we have made and are confident that all current and future initiatives will be instrumental in gradually closing the gender pay gap across the company.