



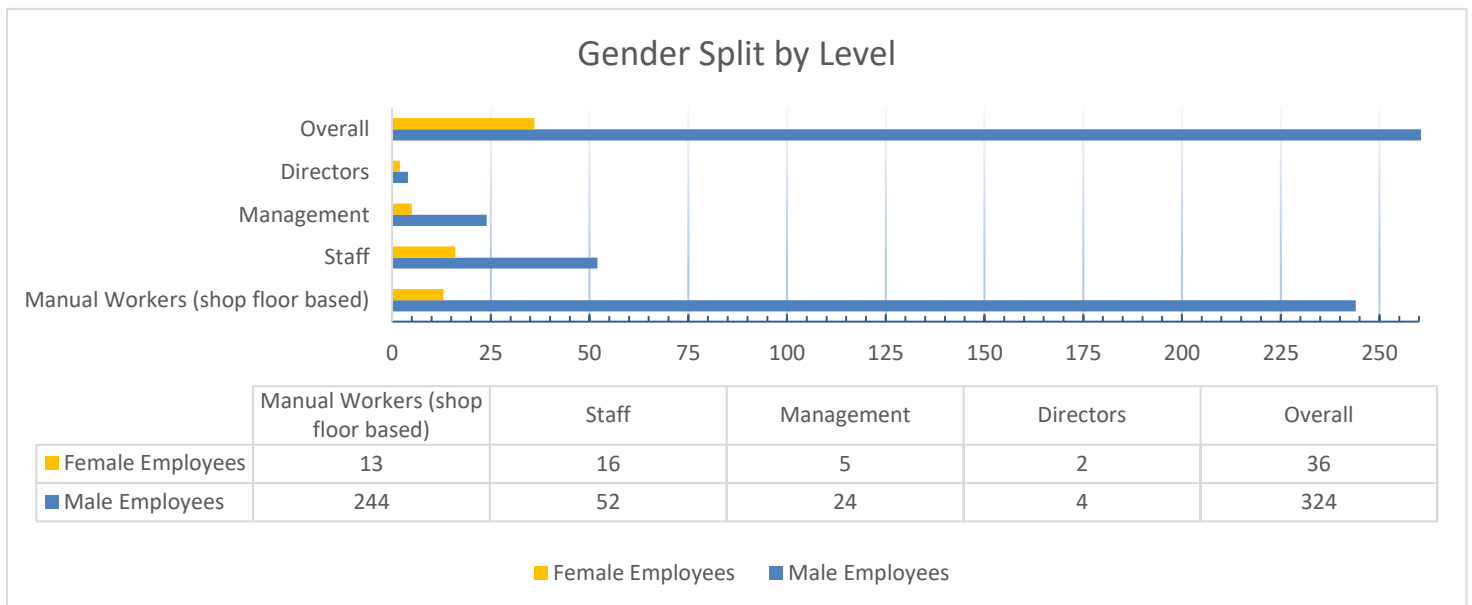
# WEPA UK Ltd

## Gender Pay Gap Report 2023

## Background & Context

Under legislation that came into force in April 2017, UK employers with more than 250 employees are required to publish their gender pay gap on an annual basis. Not to be confused with the issue of equal pay, the gender pay gap shows the differences in the average earnings of men and women, expressed as a percentage of average male earnings; regardless of their role seniority.

We are confident that we meet our equal pay obligations. WEPA UK are committed to gender equality; our commitment to equal opportunities is laid out in our Equal Opportunities Policy. Our workforce consists of significantly more males than females, reflecting national industry trends for manufacturing. However, the roles that women hold in our organisation tend to be predominantly staff and management positions. Our gender pay gap results should be considered in the context of this distribution as the balance of males to females has a significant influence on our overall gender pay gap results.



## Gender Pay Gap Reporting

The table below shows our overall median and mean pay gaps, based on hourly rates of pay as at the snapshot date of 5th April 2023, and bonuses paid in the year to 5th April 2023. We have prepared our figures in line with the requirements set out in the government’s gender pay gap reporting legislation which can be found on the government website.

There are 23 entries which were excluded from hourly rate calculations (21 Males and 2 Females) as they were not a “full pay relevant employee” for all of the relevant period. This is

because they were either not being paid or were on reduced, statutory or nil pay at any point during that period.

	Difference in rate for men and women (£)	Difference in rate for men and women (%)
<b>Mean Gender Pay Gap</b> <i>*average pay for all men &amp; average for all women employees</i>	-£2.40	-11.88%
<b>Median Gender Pay Gap</b> <i>*middle value of pay for all men &amp; middle value for all women employees</i>	-£0.18	-1.0%
<b>Mean Bonus Pay Gap</b> <i>*average bonus for all men &amp; average for all women employees</i>	£477.75	57.3%
<b>Median Bonus Pay Gap</b> <i>*middle values of bonuses paid to all men compared to all women employees</i>	£97.50	20.6%
<b>Proportion of males receiving a bonus</b>	5.8%	
<b>Proportion of females receiving a bonus</b>	13.9%	

## Key Findings

### Pay

The mean and median need to be considered together. However, the mean can be skewed by fewer individuals earning more in the upper ranges.

#### Mean Pay Gap

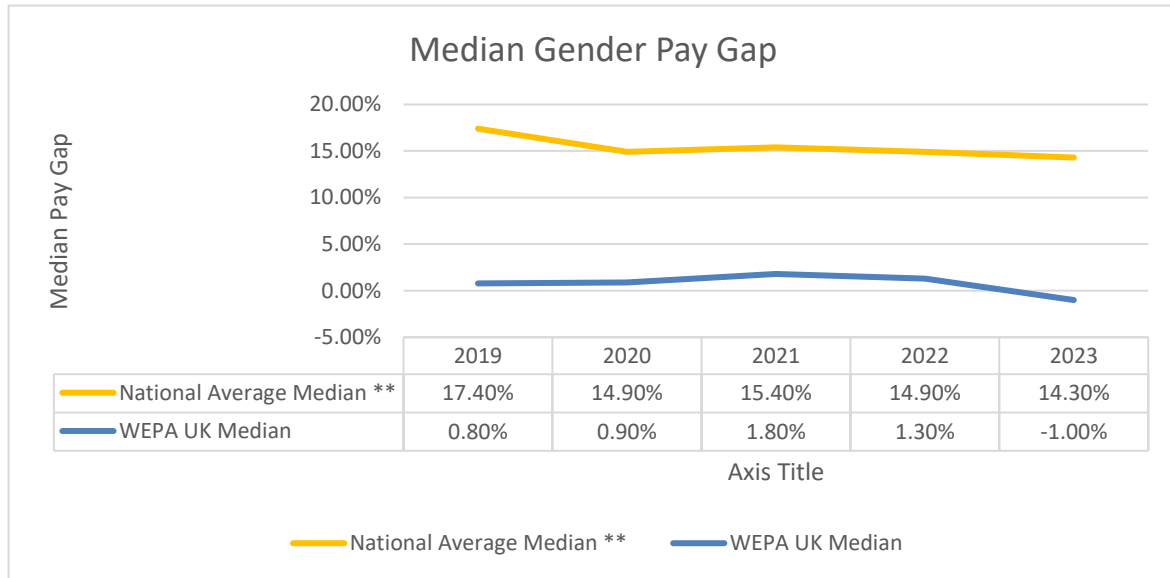
The mean pay gap is the difference in the arithmetic average hourly pay for women compared to men within our Company.

Our negative mean gender pay gap of -11.88% shows that the average hourly rates of pay are higher for women than they are for men, irrespective of their job role or level within the organisation. This reflects the fact that 45% of our female employees are in staff, managerial or director roles. Whereas only 16% of our male employees hold these positions; the majority of our male employees are in shop-floor roles which includes apprentices at the lowest end of the pay spectrum.

#### Median Pay Gap

The median represents the middle point: when ranking pay from lowest to highest, the median pay gap is the difference between the hourly rate for the middle woman compared to that of the middle man. This is commonly understood to be a representation of 'typical' pay, as extremes of low and high pay have less impact on the median.

Since we first started publishing our Gender Pay Gap, we are pleased to report that our median pay gap has been consistently below the UK national average. Our median gender pay gap for all employees remains significantly lower than the UK average (14.3%), with ours being at -1.0%.



**Bonus**

The proportion of males versus females receiving bonuses at 5.8% versus 13.9% has to be considered in the context of the overall levels of females within our workforce at the relevant levels for entitlement to a discretionary bonus. Discretionary bonuses are paid relative to company and individual performance on an annual basis to certain managerial, staff and director positions.

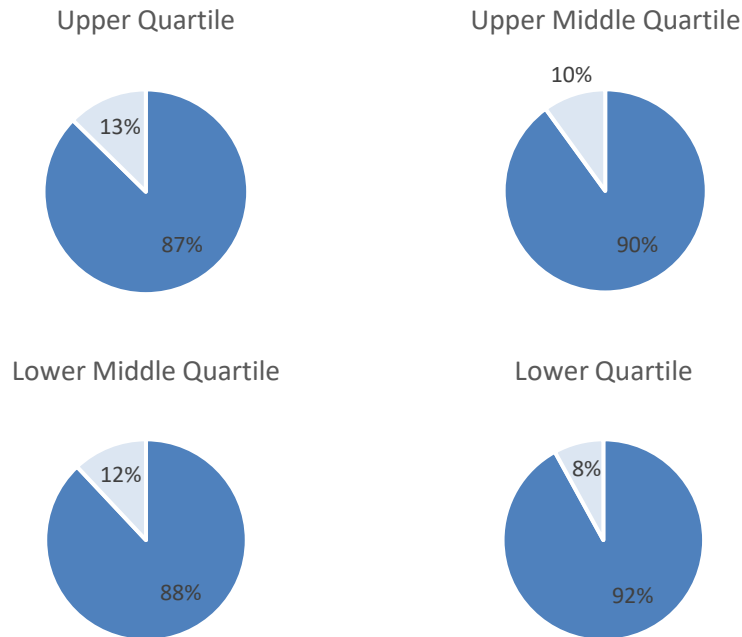
We are aware that there is a gap in our mean figure relating to bonuses (57.3%) as well as the median figure (20.6%). Bonuses are performance related, and the maximum individual entitlement is related to seniority, and is therefore influenced by a higher proportion of men in the most senior director and managerial roles.

Whilst we acknowledge that we have a gender pay gap in relation to bonus payments, we're confident that our practices in relation to the issuing of bonuses is in no way related to inequality, but down to lack of female representation in the very most senior roles.

**Quartiles**

The quartile analysis shows that females, who represent only 10.1% of our total employee population, are under-represented at each quartile, which reflects manufacturing in the UK in general.

Whilst we recognise that only 10.1% of our employees are females, our female colleagues are represented at every level of the organisation – not because we have set a target, but because we believe having the right person in the right job is important.



WEPA UK recruit for all vacant positions based on the candidate’s skills and experience relevant to the role, and we are confident that our recruitment processes are inclusive to both genders. The gender ratio of our workforce is representative of the distribution of candidates applying for all vacant roles within our business.

## Statement

WEPA UK are clear on the reasons for our gender pay gap results, and we are committed to providing all employees equal opportunities as we fully believe that this benefits both the individuals and our business. We do not pay people differently on the basis of their gender, as we have a gender-neutral approach to pay across all levels of the organisation. The pay gaps exist because different groups are represented unequally. From a gender perspective, WEPA UK still has a majority of men employed within the workforce at all levels. We are confident that we do not have any processes or practices which would see people being paid differently due to their gender.

As an equal opportunities’ employer, we firmly believe in appointing the best candidate for the role, regardless of their gender or other factors. We will continue to explore how we can attract more females into our organisation in order to balance our gender demographics at every level.

WEPA UK operates a job share scheme to help break down barriers for applicants and current employees who do not wish to work full-time. This scheme has allowed employees (both male and female) to continue in their roles on reduced hours, therefore promoting a work-life balance for both genders.

We also operate a Mobile Working Policy for employees who are able to carry out their roles outside of the office; one of the aims of this policy being to promote a healthy work/life balance as well as attracting new candidates who may benefit from being able to work from home.

WEPA UK believe in the importance of nurturing and motivating our existing talent. We conduct an annual appraisal process, through which employees have the opportunity to discuss their development needs and future aspirations, thus allowing employees to receive the relevant support.

## The Future

Our focus will remain on ensuring that we recruit and retain a diverse workforce, and to ensure that opportunities within our business to progress, develop and contribute are equally available to all employees. We believe that organisations with diverse workforces perform better. Diversity helps increase creativity, innovative thinking and strengthens employee engagement. Therefore, it is vital that we continue to improve the diversity of our organisation across all levels. To this end, WEPA Group has implemented a Diversity Project Team to develop a balanced set of measures to reach our diversity targets. The Head of HR of WEPA UK is a leader of this Project Team, with specific responsibility for gender diversity and a focus on improving gender balance, especially in leadership positions.

We confirm that WEPA UK is committed to the principle of gender pay equality and has prepared its 2023 gender pay gap results in line with mandatory requirements.

Signed, for and on behalf of WEPA UK Ltd



**Judith Walsh**  
**Head of HR UK**  
**April 2024**