



## WEPA UK Ltd Gender Pay Gap Report 2019

### Background & Context

Since April 2017, all organisations that employ over 250 employees are required to report annually on their gender pay gap. The gender pay gap is defined as the differences in the average earnings of men and women over a standard time period, regardless of their role seniority. It is distinct from equal pay, which is about ensuring that men and women are paid the same for carrying out work of equal value. We are confident that we meet our equal pay obligations.

WEPA UK are committed to gender equality and our commitment to equal opportunities is laid out in our Equal Opportunities Policy. Our workforce consists of significantly more males than females; this profile reflects 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 predominance of males to females has a significant influence on our overall gender pay gap results.

<b>Headcount as of April 2019:</b>	<b>Proportion of Male Employees</b>	<b>Proportion of Female Employees</b>
<b>Manual Workers (shop floor based)</b>	190 (95%)	9 (5%)
<b>Staff Workers</b>	37 (71%)	15 (29%)
<b>Management</b>	22 (79%)	6 (21%)
<b>Directors</b>	4 (67%)	2 (33%)
<b>Overall</b>	<b>253 (88%)</b>	<b>32 (12%)</b>

### Gender Pay Gap Reporting

The following results, in line with mandatory requirements, have been calculated as at 5<sup>th</sup> April 2019

	<b>Difference in rate for men and women (£)</b>	<b>Difference in rate for men and women (%)</b>
<b>Mean Gender Pay Gap</b> <i>*average pay for all men &amp; average for all women employees</i>	-£2.41	-13.6%
<b>Median Gender Pay Gap</b> <i>* middle value of pay for all men &amp; middle value for all women employees</i>	£0.12	0.87%
<b>Mean Bonus Pay Gap</b> <i>*average bonus for all men &amp; average for all women employees</i>	£1,026.33	20.8%
<b>Median Bonus Pay Gap</b> <i>*middle values of bonuses paid to all men compared to all women employees</i>	-£500	-25%
<b>Proportion of males receiving a bonus</b>	7.5%	
<b>Proportion of females receiving a bonus</b>	18.2%	

There are 16 entries which were excluded from Hourly Rate calculations (15 males & 1 female) 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.



## Key Findings:

### Pay

Our negative mean gender pay gap of -13.6% shows that the average hourly rates of fixed pay are higher for women than they are for men, irrespective of their job role or level within the organisation. Throughout 2019/2020 we created several new shop floor and apprentice roles, which reflective of the manufacturing industry as a whole, attracted a higher volume of male applicants than female. As these roles are at the lower end of the pay spectrum, this has resulted in the mean pay gap being skewed in favour of women. 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.

The median is the number which is in the middle when ranking pay from lowest to highest and is broadly understood to be a representation of 'typical' pay, as extremes of low and high pay have less impact on the median. Our median gender pay gap is 0.87% (£0.12), illustrating that men are paid fractionally higher rates of pay than women. When calculating our hourly pay rates, a number of additional payments (eg first aider and fire-marshall premiums) are included. When ranking the hourly pays from low to high, the median hourly rate for both men and women was that of the Production Operator; where there is a large population of first aiders and fire marshals. Although the basic hourly rate of pay for Production Operators is the same for men and women, the male Production Operators tend to also volunteer as fire-marshals and first aiders, therefore resulting in a marginal median pay gap. We are confident that these volunteer positions are open equally to women as men, however we currently have no female first aiders or fire marshals.

We are confident that we do not have any processes or practices which would see people being paid differently due to their gender.

### Bonus

The proportion of males versus females receiving bonuses at 7.5% versus 18.2% has to be considered in the context of the overall predominance 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 figures relating to bonuses (20.8%); however the median bonus gap is -25%. Bonuses are performance related and are rewarded based on a percentage of the eligible employees' salary. Bonus amounts tend to increase with seniority, and the mean bonus gap is therefore influenced by a higher proportion of men in the most senior director roles.

Whilst we acknowledge that we have a mean 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 director roles.

### Quartiles

Quartile Pay Bands	Lower Quartile	Lower Middle Quartile	Upper Middle Quartile	Upper Quartile
Male	88%	87%	94%	85%
Female	12%	13%	6%	15%



The quartile analysis shows that females, who represent only 12% of our total employee population, are under-represented at each quartile, which is reflective of manufacturing in the UK in general. Whilst we recognise that only 12% 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.

## Statement

WEPA UK are clear on the reasons for our gender pay gap results, and we are committed to providing equal opportunities for men and women. 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.

In 2018 we introduced 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.

In addition to recruiting new talent, 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. We are currently sponsoring 2 male and 3 female employees through professional development to further their careers in their chosen fields. At the start of 2020, we also introduced a Leadership Development programme to enhance the leadership capabilities of our management team.

## 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.

I confirm that WEPA UK is committed to the principle of gender pay equality and has prepared its 2019 gender pay gap results in line with mandatory requirements.

Signed, for and on behalf of WEPA UK Ltd

A handwritten signature in black ink, appearing to read "Mike Docker".

A handwritten signature in black ink, appearing to read "Tony Curtis".

**Mike Docker & Tony Curtis**  
**Joint Managing Directors**  
**March 2020**