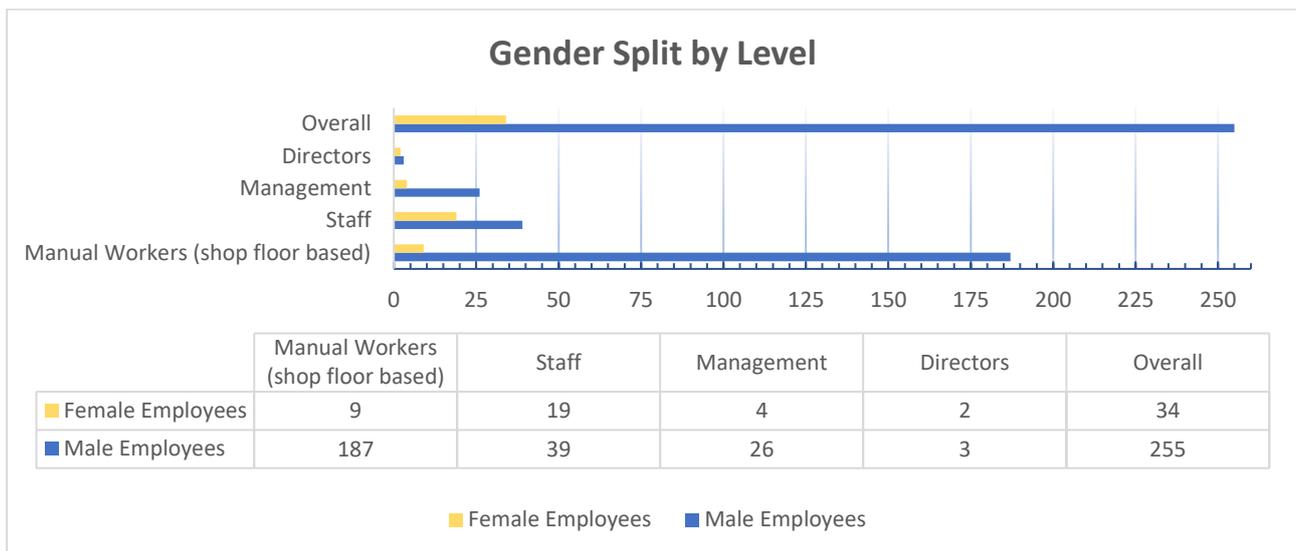


WEPA UK Ltd Gender Pay Gap Report 2020

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 important to note that this is different to the issue of equal pay which is concerned with the legal requirement to pay men and women the same for equal work as governed by the Equality Act. 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 industry trends for manufacturing. However, the roles that women hold in our organisation tend to be predominantly staff 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.



2020 was an unprecedented year as a result of the Covid pandemic, and as a result absence levels of our employees increased; however WEPA UK guaranteed sick pay to all employees above and beyond their contractual entitlement. Furthermore, none of our employees have been furloughed throughout the pandemic. Resultantly, our Gender Pay Gap figures have not been affected by the pandemic.

Gender Pay Gap Reporting

The table below shows our overall median and mean gender pay and bonus gap based on hourly rates of pay as at the snapshot date of 5th April 2020, and bonuses paid in the year to 5th April 2020. We have prepared our figures in line with the requirements set out in the government’s gender pay gap reporting legislation.

There are 19 entries which were excluded from Hourly Rate calculations (all males) 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 (%)
Mean Gender Pay Gap <i>*average pay for all men & average for all women employees</i>	-£2.24	-12.46%
Median Gender Pay Gap <i>* middle value of pay for all men & middle value for all women employees</i>	£0.14	0.9%
Mean Bonus Pay Gap <i>*average bonus for all men & average for all women employees</i>	£6,426.41	73.7%
Median Bonus Pay Gap <i>*middle values of bonuses paid to all men compared to all women employees</i>	£2,279.00	43.3%
Proportion of males receiving a bonus	11.7%	
Proportion of females receiving a bonus	26.5%	

Key Findings:

Pay

Our negative mean gender pay gap of -12.46% 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 73.5% of our female employees are in staff, managerial or director roles. Whereas only 26.7% 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.

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. The overall UK median gender pay gap for all employees based on businesses with over 250 employees in 2020 was 7.4% according to the Office for National Statistics. Our median gender pay gap is significantly lower than this at 0.9% (£0.14), illustrating that men are paid fractionally higher rates of pay than 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.

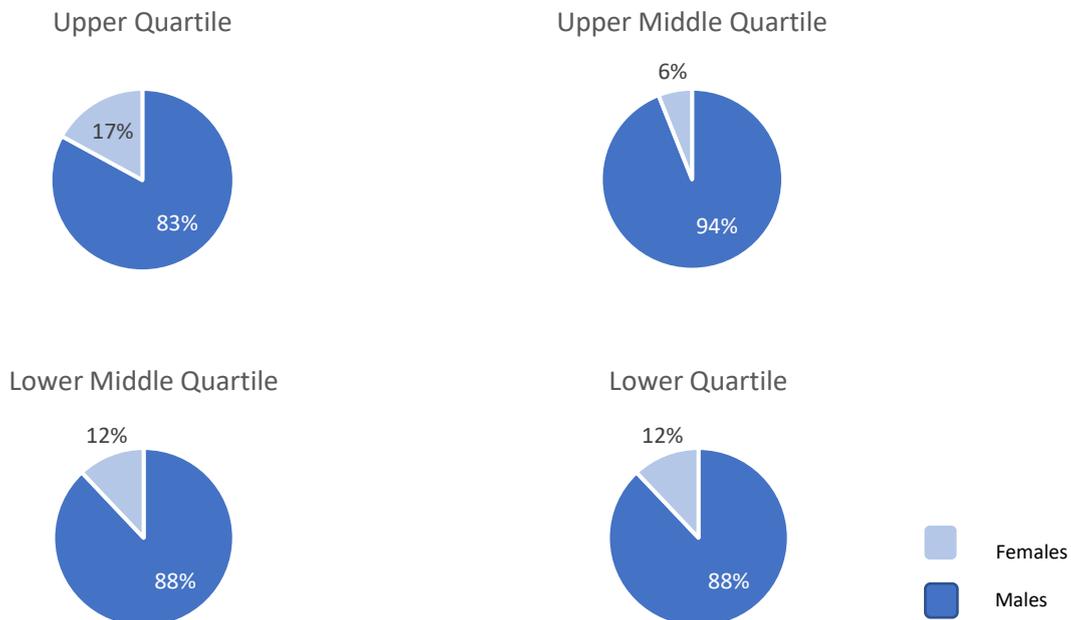
Bonus

The proportion of males versus females receiving bonuses at 11.7% versus 26.5% 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 figure relating to bonuses (73.7%) as well as the median figure (43.3%). 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 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 all employees equal opportunities as we fully believe that this benefits both the individuals and our business. Our gender pay gap is not a result of equal pay issues, as we have a gender-neutral approach to pay across all levels of the organisation. 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.

In 2020 we introduced a new 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. We are currently sponsoring 2 male and 4 female employees through professional development to further their careers in their chosen fields.

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 confirm that WEPA UK is committed to the principle of gender pay equality and has prepared its 2020 gender pay gap results in line with mandatory requirements.

Signed, for and on behalf of WEPA UK Ltd



Mike Docker & Tony Curtis
Joint Managing Directors
April 2021