

Wilmington plc

Gender Pay Gap Report 2017

'I believe Wilmington must have a truly diverse, representative group of colleagues at all levels throughout the company. Our commitment to developing talent, independent of gender, and to providing opportunities for people to grow, is clear. We aim to create the culture where everyone feels valued and contributes to the success of our company' **Pedro Ros, CEO**

'We have done thorough analysis and concluded that there are no 'equal pay' issues at our company. This matters a lot to us, but obviously this is just a start. We are putting a robust action plan in place to address our gender pay gap issues and to support and accelerate our female talent' **Tony Bainbridge, HR Director**

This year we are voluntarily publishing our gender pay gap statistics and we are fully committed to reducing our gender pay gap in the years to come.

Pay and Bonus Gap

Difference between men and women

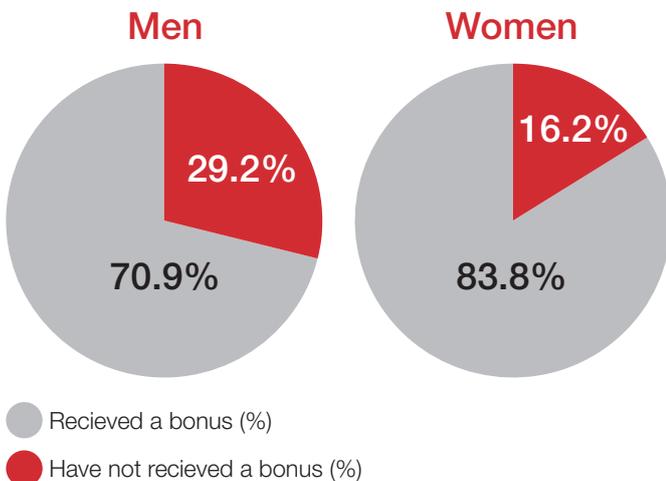
	Mean	Median
Hourly Pay Rate	49.6%	36.6%
Bonus Paid	72.6%	57.2%

The table above shows the mean and median gender pay gap based on the hourly rate of pay as at the snapshot date of 5 April 2017. It also captures the mean and median difference between bonuses paid to men and women in the 12 months up to 5 April 2017.

All calculations were based on the data for 762 Wilmington plc employees in the UK as at the snapshot date.

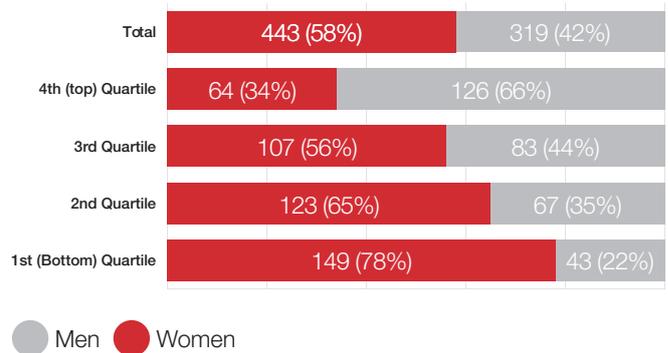
Proportion of colleagues awarded a bonus in 2016

The graph below shows that 12.9% more women than men received a bonus in the 12 months up to 5 April 2017.



Proportion of colleagues in each of the pay quartiles

The graph below shows the gender distribution across Wilmington in four equally sized quartiles.



Reasons for the Gender Pay Gap at Wilmington

Whilst we are confident that women and men are paid equally for doing equivalent jobs across our various businesses, the main reason for the gender pay is that that we have more men than women across top leadership and senior technical roles at Wilmington. The quartile distribution is showing that 66% of colleagues in the top paying quartile are men, whilst only 22% of colleagues in the bottom paying quartile are men.

Our Commitment

We remain committed to closing the gender pay gap and we have had successes with some recent initiatives, including:

- Of the global Managing Directors of our businesses exactly 50% are female;
- Within our Senior Leadership Team 43% are female;
- More than a half of senior colleagues who joined Wilmington during the past 12 months are female.

Our commitment to close the gender pay gap involves the following forward initiatives:

- Introduce new technology and promote flexible working, enabling more women to extend their careers;
- Develop a mentorship programme where senior leaders mentor junior female colleagues;
- Launch a company-wide women's network by June 2018; and
- Review and enhance our UK maternity policy by June 2018.