

## Wilmington PLC Gender Pay Gap Report (April 2019)

The gender pay gap is the difference between the average earnings of men and women, throughout an organisation and across all roles. Companies (legal entities) with over 250 staff are required to publish a snapshot of their gender pay gap on the 5th of April each year and we are voluntarily sharing our data for April 2017 – April 2018.

We also would like to take an opportunity to reflect on the progress we are making to create a balanced working environment and culture at Wilmington which is inclusive and engaging – where all colleagues can contribute to their fullest, grow their careers and prepare for our future.

Below are the Wilmington plc gender pay gap statistics, based on the **snapshot date of 5 April 2018** and on the data for 719 Wilmington plc UK employees on that date.

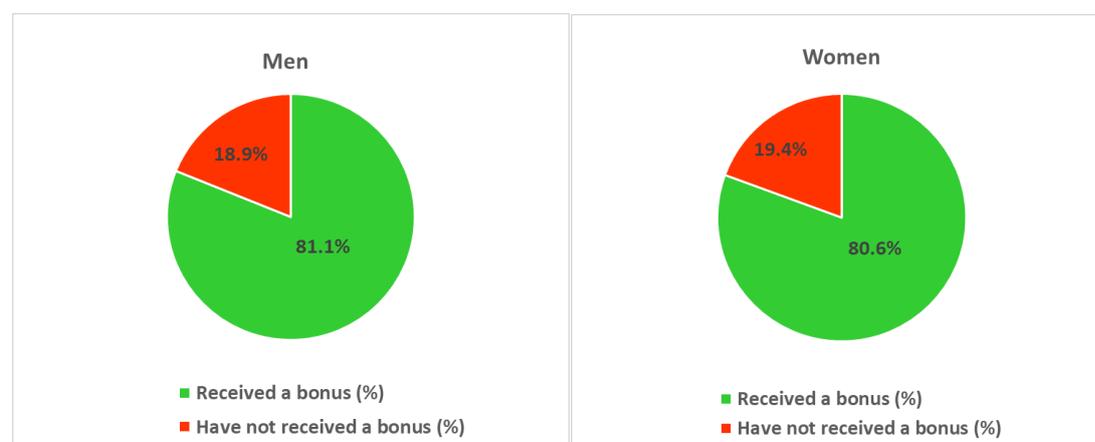
### Pay and Bonus Gap

The table below shows the mean and median gender pay gap based on the hourly rate of pay as at 5<sup>th</sup> April 2018. It also captures the mean and median difference between bonuses paid to men and women in the 12 months up to 5<sup>th</sup> April 2018.

Difference between men and women		
	Mean	Median
Hourly Pay Rate	49.6%	34.8%
Bonus Paid	72.4%	61.6%

In the 12-month period from April 2017 to April 2018, the mean Hourly Pay Rate difference has remained unchanged at 49.6%, whilst the median has decreased by 1.8%, from 36.6% in 2017. This signifies that the mean is influenced by the outliers on both the high and low ends of salaries at Wilmington, and when this is taken out, the gap is slowly decreasing. In the same period, the mean Bonus Gap has reduced by 0.2% (from 72.6% in 2017), whilst the median Bonus Gap has increased by 4.4%.

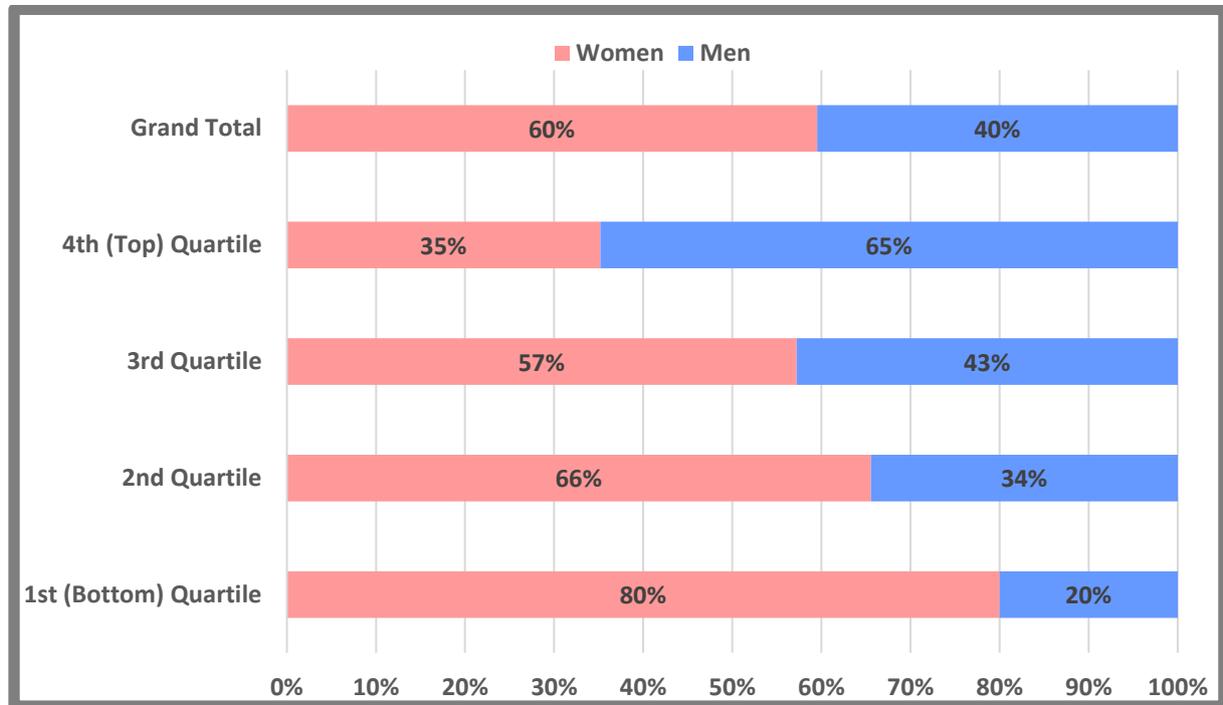
### Proportion of colleagues awarded a bonus in 2018



The table above show that 0.5% more men than women received some type of a bonus in the 12 months up to 5 April 2018.

### 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 1<sup>st</sup> quartile and the highest in the 4<sup>th</sup> (top) quartile.



In the period from April 2017 to April 2018, the percentage of female employees across Wilmington plc has grown from 58% to 60%, whilst the distribution of men and women across pay quartiles remained stable, with the top quartile comprising 65% of men, and bottom quartile comprising 80% of women. However, at 57%, women represent the majority in the 3<sup>rd</sup> pay quartile (second highest), which is a positive change from 56% in 2017.

### Reasons for the Gender Pay Gap at Wilmington

We are confident that we pay equally for equal roles across our various businesses at Wilmington. However, the quartile distribution shows that 65% of colleagues in the top paying quartile are men, whilst only 20% of colleagues in the bottom paying quartile are men, so we have work to do to improve the number of women in higher-paid positions.

We know we are not alone – eight out of ten UK companies have a gender pay gap – and we know that fundamental organisational change takes time. The UK government advises that statistic reporting for 3 years is acceptable before improvements are expected to be reported. Below you can see some of the progress we are making, which we are confident will show improvement in our data in the years to come.

## **Our Commitment at Wilmington**

Since we made a commitment last year to advance along the journey of reducing the gender pay, 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.
- We delivered training to over 50 of our line managers in the UK to enable them to feel confident in dealing with requests for flexible working from their team members effectively and to help employees to balance their work and personal lives.
- We created a Women's Network and have set up a global mentoring programme as part of that. A pilot of the scheme is currently underway, with plans to expand this more broadly across Wilmington in 2019.
- We launched the Culture Team which is leading on initiatives on Corporate Social Responsibility, employee well-being and looking at opportunities to increase collaboration across Wilmington.
- We appointed females for two senior roles – as a Managing Director of one of our major business units and as Group Head of Legal, resulting in our moving towards a better gender balance in senior leadership positions.
- We recruited a female Divisional Director who will be an Executive Committee member.

“Closing the gender pay gap is not a quick fix, and employers may take time to see their gap close as they implement long term action plans”, the Government Equalities Office said in a statement.

We have made progress made over the last 12 months, and are confident that all current and future initiatives will be instrumental in gradually closing gender pay gap across Wilmington plc.