

# Gender Pay Gap.

Our Gender Pay Gap at a Glance  
Snapshot from 5th April 2024

## The Context

This is the first year of reporting our Gender Pay Gap (GPG). We continue to work hard to support the development of our people in their chosen roles, and have been committed to work on our recruitment processes to ensure they are fair, inclusive and transparent.

Our Gender Pay Gap shows a -34.44% mean average difference, meaning that females are earning more than males at UPL. Our data highlights that on average females are earning £5.44 an hour more than their male counterparts.

It is important to note that sex and gender are terms that are often used interchangeably but they are in fact two different concepts. The World Health Organisation describes sex as characteristics that are biologically defined and identified at birth, whereas gender is based on socially constructed features and is a personal, internal perception of oneself. It is sex that is protected under the Equality Act 2010.

We recognise that an individual can identify as more than male or female, but as the GPG mandates the use of male and female as comparators, it therefore may not be representative of everyone at UPL.

As this is the first year that UPL are reporting their gender pay gap, the intention is to review the data and engage management teams/board with planning actions in response.



**-34.44% (-£5.44 p/h)**  
**Our Mean Gender Pay Gap**

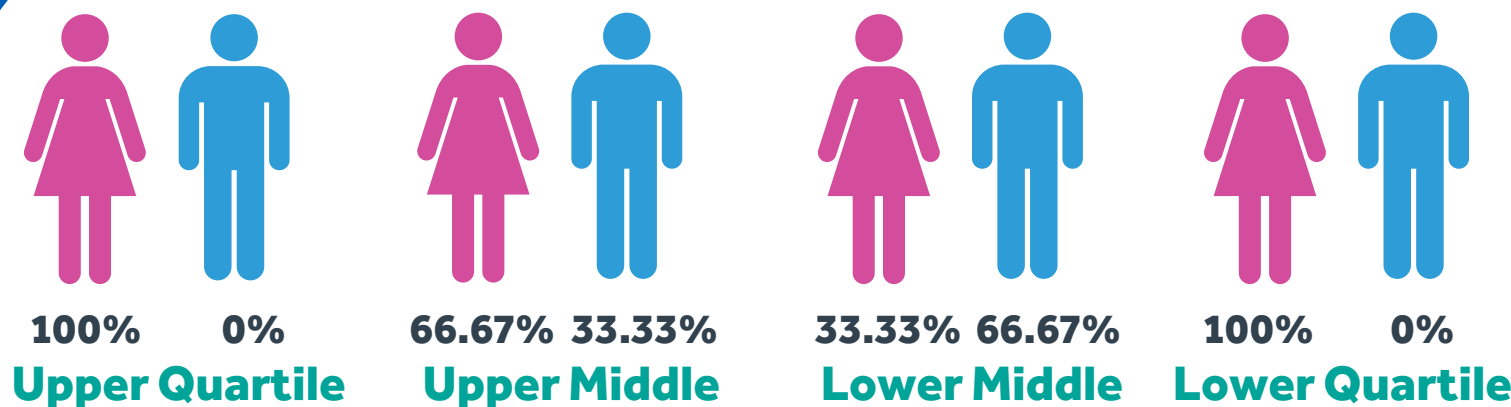
This is an average of the difference between the female and male hourly rate of salary. Females in UPL are on average earning £5.44 an hour more than males.



**-14.46% (-£1.74 p/h)**  
**Our Median Gender Pay Gap**

This is the middle value of the difference between the female and male.

**Our Gender Pay Gap by Quartile**  
Snapshot from 5th April 2024



The proportions of male and female full-pay relevant employees across the different pay bands.



**27.27% 72.73%**

**Our Workforce**

People who identify as female make up the majority of our workforce.



This is the first year that UPL have reported their gender pay gap.

**Our Mean Bonus Pay Gap**



**-115.59%**

The difference between the mean bonus pay between males and females is weighted in favour of females. (For those eligible)

**Our Median Bonus Pay Gap**



**-50.25%**

The difference between the median bonus pay paid to males and females is weighted in favour of females. (For those eligible)