

# Gender Pay Gap.

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

## The Context

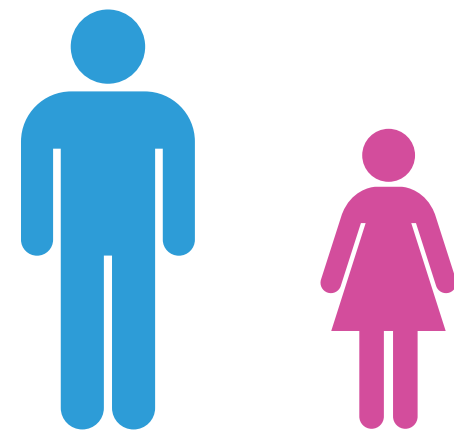
This is the first year of reporting our Gender Pay Gap (GPG). We continue to work hard to support the development of our people in their chosen roles, and have been committed to work on our recruitment processes to ensure they are fair, inclusive and transparent.

Our Gender Pay Gap shows a 1.75% mean average difference, meaning that males are earning more than females at WPL. Our data highlights that on average males are earning 28p an hour more than their female 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 WPL.

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



62.89% 37.11%

## Our Workforce

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



1.75% (£0.28 p/h)

## Our Mean Gender Pay Gap

This is an average of the difference between the female and male hourly rate of salary. Males in WPL are on average earning 28p an hour more than females.



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

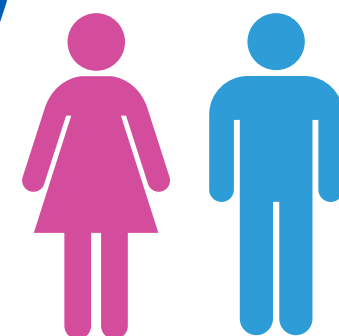


-3.62% (-£0.45 p/h)

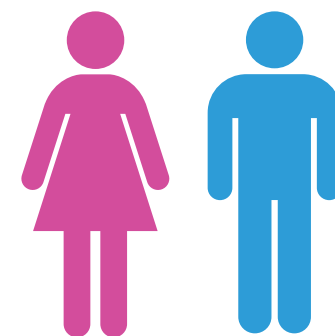
## Our Median Gender Pay Gap

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

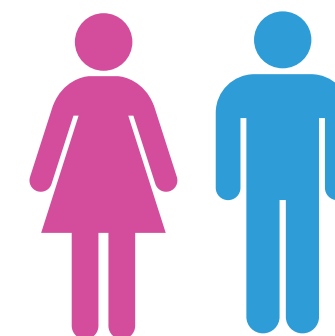
## Our Gender Pay Gap by Quartile Snapshot from 5th April 2024



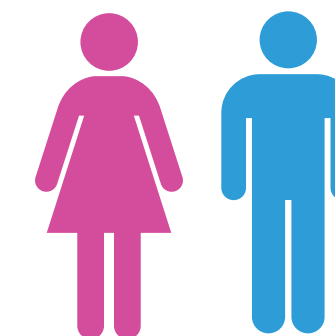
48.15% 51.85%  
Upper Quartile



41.18% 58.82%  
Upper Middle



23.53% 76.47%  
Lower Middle



26.32% 73.68%  
Lower Quartile

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