

Willerby Gender Pay Report April 2025

Willerby Ltd is required by law to publish an annual Gender Pay Report as we are an organisation with more than 250 employees. This reporting period we are continuing with the decision to be completely transparent and go beyond our legal obligation and report based on our people on the 5th of April 2024 for the Willerby Group of Companies.

The Gender Pay Gap is the difference in pay between men and women across an organisation. This differs to Equal pay, which is the measure of how men and women in comparable roles are paid.ⁱ

The **mean gender pay gap for hourly pay** relates to the difference in average hourly pay for women compared to men. For the Willerby Group of Companies, the mean gender pay gap for hourly pay is 0.5% – meaning that men are paid more than women. For every £1 that a man receives at a woman receives 99.5p.

For the second consecutive year this is a positive change in the difference between what average hourly pay that men and women receive. The gender pay gap for hourly pay among all employees nationally in April 2024 was 13.1% (ONS). The gap among full-time employees is 7% (ONS).

This positive change in Willerby Group of Companies mean gender pay gap for hourly pay can be partly attributed to the increase in women occupying senior leadership roles which has resulted in more women being paid in our Upper Hourly Pay Quarter. The gender make-up of our Group and Operating Boards is an equal split between men and women which has contributed to the increase of 3% from the previous reporting period.

There have been other positive changes in the representation of woman across our pay quarters with a higher percentage of woman in the lower median quarter and a decrease in the percentage of woman who sit in the lower quarter.

The **median gender pay gap for hourly pay** shows the difference in the midpoint of women's pay in comparison to men's, for the Willerby Group of Companies this is 32.8%, meaning that men are paid more than women. For every £1 that a man receives at Willerby a woman receives 67.2p. This a positive change from the previous reporting period of 2.5%.

The percentage of men receiving a bonus is 86% and the percentage of women receiving a bonus is 39%. The likelihood of receiving a bonus during the reporting period (12 months up to and including 5th April 2024) decreased for both men and woman. Only the quality bonus scheme was paid during the reporting period. Women are under represented in the population that are eligible for this bonus scheme.

The **mean gender pay gap for bonus pay** for the Willerby Group of Companies is 40%, meaning that women are paid on average less bonus than men.

The **median gender pay gap bonus pay** for the Willerby Group of Companies is 40.5%.

Pay quartiles by gender

The pay quartiles represent four pay groups from lowest to highest and the distribution of men and women in each.

	Female	Male
Upper Hourly Pay Quarter	9%	91%
Upper Middle Hourly Pay Quarter	0%	100%
Lower Middle Hourly Pay Quarter	8%	92%
Lower Hourly Pay Quarter	27%	73%

Total population 810 employees consisting of 90 females and 720 males.

Why we have a Gender Pay Gap?

The Willery Group of Companies is confident that its gender pay gap does not stem from paying men and women differently for the same or equivalent work. Rather that its gender pay gap is the result of the roles in which men and women work within the organisation and the salaries that these roles attract.

Although this reporting period has seen some positive changes the impact of the market conditions that the Willery Group of Companies has been operating in should be acknowledged. In particular the downturn of our market, during the snapshot period, which resulted in the January 2024 resizing of our weekly paid workforce and the suspension of alternative discretionary bonus schemes to the quality bonus scheme.

What is the Willery Group of Companies doing to address its gender pay gap?

We see the Gender Pay reporting as a positive step which continues to promote gender diversity in all areas of its workforce.

Diversity and inclusion: It is our ambition to create a more inclusive workplace through:

- **Recruitment:** We seek to attract and hire from a wider and more diverse talent pool by engaging and understanding our local community better.
- **Our Employee Well Being Strategy:** We support a psychologically safe place to work through our wellbeing initiatives for both physical and mental health. 2025 will also see the rollout across the business of our Prevention of Sexual Harassment training as well as a risk assessment to identify potential opportunities for improvement.
- **Learning & Development:** We actively encourage equal and fair development opportunities by reviewing our learning and development processes to address cultural barriers to progression.
- **Ensuring that we maintain a fair place to work:** An ongoing review of our people policies and practices, developing our leaders and managers awareness and tightening our stance on anti-bullying and harassment.

Peter Munk

Peter Munk
CEO

Susan Pender

Susan Pender
Director of People