

Gender Pay Gap Report 2022

Wilmington plc



Foreword

Our ambition shows our clear commitment to our people, and delivering on this requires action from all of us - action which must be measurable. Afterall, what gets measured gets done. With our brands providing high quality intelligence to our customers and clients, we know the value that data brings to doing the right business in the right way. This is why we have calculated and voluntarily reported our gender pay gap since 2017, and since last year, we have done this across our global business.

We do not pay people differently based on their gender. Our data tells us that our gender pay gap exists because of gender imbalances at different levels and in different roles across Wilmington plc. We are addressing this, though we know it will take time – for us, and for society as a whole.

This year, I am very pleased to report that we have seen accelerated progress in closing our gender pay gap – a 10 percentage point reduction in our gap since last year. However, where any gap exists, we know there is more to do. We continue to use our data to drive the right actions, and we continue to work across Wilmington plc to close our gender pay gap.

I confirm that the data contained in this report is accurate.

Ruth Abdey

Chief People Officer



Our people ambition:

“We have the best people working for Wilmington, doing their best work with us. We care about them, include them and empower them. Our people are supported, developed, recognised and rewarded fairly.”

We Are Wilmington plc

We exist to help our customers to do the right business in the right way.

We do this by acting as their trusted partner in navigating the complexity of the Regulatory Compliance landscape.

We provide high quality Intelligence with a complementary range of Training & Education solutions.

Our customer-led product management culture, and our cross-industry expertise allow us to deliver solutions that are high value, up to date, and responsive to change.

Our people

At the heart of our business are our people, whose creativity, adaptability and dedication is critical to our success.

Our teams of experienced industry practitioners and talented subject matter experts play a crucial role in helping our customers to overcome their own business challenges.

We celebrate diversity in our business because we know that it drives us forward as we benefit from the range of talent across our teams. There are lots of opportunities for talented individuals to join us, and as we work with them to move forwards we are committed to embedding a responsible business culture across our organisation.

Our diversity and inclusion vision

“We are a company with rich diversity, experiences, knowledge, and perspectives which powers our innovation and creativity to help our customers to do the right business in the right way”

Our ambitions

Workforce: We have a diverse workforce and we attract, develop and retain the best people

Workplace: Our people feel they belong and we learn from each other and innovate together

Marketplace: We continue to develop our understanding of our customers and we deliver what they want

Our dedicated Diversity and Inclusion working group, led by our Head of Diversity & Inclusion, works across our whole portfolio to ensure Wilmington celebrates and values diversity at every level in every team.



What we report on

From 2017, UK employers with a headcount of 250 or more people must comply with regulations on gender pay gap reporting. Employers are required to calculate and publish their gender pay gap based on payroll data drawn from a specific date each year. This must be based on figures taken on the 5th of April each year and the information required to be published includes:

- percentage of men and women in each hourly pay quartile
- mean (average) gender pay gap using hourly pay
- median gender pay gap using hourly pay
- percentage of men and women receiving bonus pay
- mean (average) gender pay gap using bonus pay
- median gender pay gap using bonus pay

The gender pay gap is shown as a percentage of male earnings (e.g. women earn x% less than men).

We employ incredibly talented teams across our Intelligence and Training & Education brands, and our group functions, stretching over many countries. Despite our breadth of expertise and the broadness of our reach, we don't employ more than 250 people in any one entity in the UK. This means that we are not required to calculate and publish our gender pay gap. However, we know how valuable this exercise is and how powerful the insights it provides can be. Therefore, we have voluntarily completed our gender pay gap calculations every year since the introduction of the requirement. We have continually published our calculations and accompanying report, because we firmly believe in transparency and holding ourselves to account.

The principles of transparency and accountability in our approach to gender pay gap reporting are universal. Therefore, in 2021 we embarked upon understanding our gender pay gap beyond just the UK. We prepared and published global data for the first time, and we continue to do so in 2022.

Means and medians

The median pay gap uses the midpoint in our employees' hourly pay, which discards the lowest and highest rates of pay – referred to as 'outliers.' This means that half of our peoples' earnings will be above the midpoint, and half will be below the midpoint. The difference between the male and female midpoints gives us our median gender pay gap using hourly pay.

The mean pay gap is the difference in average hourly pay between men and women. This is calculated by adding the rates of pay together for all men and all women and dividing the totals by the number of men and women we employ.

The mean and median bonus pay gaps are calculated in the same way, and considers performance bonus, sales commission, and long service awards.

Quartiles

We put together a list of the hourly pay rates of all of our people and sort this list from highest to lowest. This list is divided into four 'quartiles', and we then work out the percentage of men and women in each quartile. We can then see the balance of men and women at each of these quartiles to understand the distribution of men and women across higher to lower paid roles.

The difference between equal pay and our gender pay gap

Equal pay is our legal obligation as an employer to give men and women equal pay for equal work, whereas the gender pay gap is the measure of the difference between the average pay of men and women. We have a fair and gender-neutral approach to pay, and therefore our gender pay gap is not a result of equal pay issues.



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Our data

Gender Pay Gap statistics **2017 – 2022**

UK

	Hourly Pay		Variable Pay (Bonus)		Percentage Receiving Bonus		Quartile Distribution (% women)				% Female Employees
	Mean	Median	Mean	Median	Women	Men	4th (top) quartile	3rd Quartile	2nd Quartile	1st (bottom) Quartile	
2017	49.6%	36.6%	72.6%	57.2%	84%	71%	34%	56%	65%	78%	58%
2018	49.6%	34.8%	72.4%	61.6%	81%	81%	35%	57%	66%	80%	60%
2019	43.6%	35.2%	70.7%	63.2%	68%	66%	38%	56%	69%	78%	60%
2020	46.9%	34.0%	72.8%	68.4%	79%	84%	38%	59%	68%	77%	61%
2021	42.7%	32.7%	73.6%	52.9%	92%	83%	38%	57%	65%	76%	59%
2022	36.9%	22.6%	81.5%	55.6%	79%	76%	46%	60%	60%	75%	61%

Gender Pay Gap statistics **2021 – 2022**

Global

	Hourly Pay		Variable Pay (Bonus)		Percentage Receiving Bonus		Quartile Distribution (% women)				% Female Employees
	Mean	Median	Mean	Median	Women	Men	4th (top) quartile	3rd Quartile	2nd Quartile	1st (bottom) Quartile	
2021	40.7%	29.1%	69.3%	48.1%	88%	80%	41%	60%	67%	74%	61%
2022	34.9%	18.9%	73.3%	52.6%	77%	75%	50%	63%	62%	72%	62%

What our data tells us

We are very pleased to report that we have made a significant improvement in our gender pay gap from 2021, and continue the trend to closing our gap over time.

In the UK our gender pay gap has reduced to 22.6%, which is a 10.1 percent point reduction from 2021 and a 14.0 percentage point reduction from when we started reporting in 2017. Globally, our gender pay gap has reduced to 18.9% in the last year, which is when we started calculating and publishing on a global level.

The analysis into this year's gender pay gap continues to show us that this is caused by there being more men than women in more senior roles, and less men in lower paid roles.

We know that achieving gender balance across our global business will close this gap over time. We've made a big leap in progress this year, and will continue our focus.

Our bonus (variable pay) gap has increased by 2.7 percentage points in the UK, in the context of a downward trend over time. Globally, our bonus gap is lower than in the UK alone, but has also seen an increase, of 4.5 percentage points.

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There are a number of factors affecting our bonus pay gap, and we note that the bonus pay gap is based on variable pay, not just performance bonus pay e.g. sales commission, long service awards, etc. Firstly, more senior roles across Wilmington plc attract a higher bonus earning potential. As more of these positions are held by men, this contributes to the overall bonus pay gap. Secondly, roles which have the potential for earning commission, e.g. sales, are taken by more men than women, meaning more men have the potential to and do, earn more commission than women. And thirdly, the calculation of bonus pay does not recognise that bonuses are pro-rated for our part time colleagues, over 80% of whom are women. While this third factor will continue to negatively affect our bonus pay gap data, we remain committed to supporting flexibility of how our people work, particularly where this supports the development, growth, and progression of our female colleagues.

While our broad quartile data demonstrates the reason for our gender pay gap, we have made strong progress in balancing the quartiles over time. Since we started reporting our UK quartile data, the number of women in the top (highest paid) quartile has increased by 12.4 percentage points to 46%. Globally we have proudly achieved a balanced top quartile, with 50/50 representation of men and women. Quartile data gives us a high level view of gender representation throughout our business, but we look in much more detail to understand granularity of the data throughout each quartile, particularly the top quartile. Our bottom quartile shows a decreasing overrepresentation of women, so we remain committed to achieving balance here too.

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How we have made progress

Since appointing our first Head of Diversity and Inclusion, and establishing our clear vision and strategy for diversity and inclusion across our global business, we have delivered several targeted interventions related to gender:

1

In addition to our gender pay gap data, we have collected more data about our people. We have used this to understand what is important to our people, and specifically, engagement across genders.

2

Developed our **#WeAreWilmingtonPlc** campaign to give a platform for our people to share and discuss what is important to them. This campaign has been used to profile female role models, celebrate the intersectionality of our people, and mark events such as International Women's Day.

3

Implemented **Textio**, the augmented writing platform, to ensure our job advertisements use gender-inclusive language.

4

In the UK, we have been accredited as a **Living Wage Employer** by the Living Wage Foundation. This means that entry level roles, where there is an overrepresentation of women, attract at least a real Living Wage, extending to our third party contracted staff.

5

Recruited more **Mental Health First Aiders** and appointed **Wellbeing Champions**, encouraging underrepresented groups to participate.

6

We have introduced **career conversations** for all of our people to encourage internal progression, ensuring that we do not make assumptions about people and their aspirations.

7

Commenced our **people policy review** with a gender lens, beginning with our Anti-Bullying and Anti-Harassment policy.

8

Launched our **Menopause Policy** and signed **Wellbeing of Women's Menopause Workplace Pledge**, committing to supporting our people through menopause.

9

Appointed a **Gender Champion** to lead our evolving Gender Community – our people led gender network.

10

Featured **'Inclusive Leadership'** in our People Leadership Programme, equipping our people leaders to lead diverse teams.

How we use the data to make more progress

Data is the cornerstone of our diversity and inclusion strategy, which is why we have collected more data and looked further into what it tells us. Doing this drives our strategy and ensures we are making tangible and measurable progress to achieve our diversity and inclusion vision.

To continue our progress in closing our gender pay gap, our data focuses our attention in three areas:

Recruitment

- We will continue to review our recruitment processes and practices to ensure that we are tapping into diverse talent pools, and that we attract women at every stage of their career.

Progression

- Our focus on talent development across our global business has a gender lens applied, so that opportunities to develop are open to all, and we make sure that everyone has the opportunity to succeed.

Retention

- We will form further retention strategies to ensure we are retaining women, and women are supported throughout their career with us.



Our diversity and inclusion vision

"We are a company with rich diversity, experiences, knowledge, and perspectives, which powers our innovation and creativity to help our customers to do the right business in the right way"

“Since our last report, we have made a leap in progress in closing our gender pay gap. I’m very proud of our collective efforts across our global business to achieve this. We maintain that diversity and inclusion is not a problem to solve, but a solution to sustainable growth, and we remain committed to reducing our gender pay gap as part of our diversity and inclusion strategy.”

Mark Milner, CEO



Wilmington plc

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