



GENDER PAY GAP REPORTING 2020

WGM
ENGINEERING LTD
TOTAL SERVICE

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At WGM we believe in creating a diverse and inclusive culture for everyone. We strive to narrow the gender imbalance within our business and would love for our workforce to reflect the customers and communities we serve. Unfortunately, we continue to struggle like many others within the industry to attract females into our business. This is a well recognised issue within Engineering and naturally the lack of women within the profession subsequently contributes to our gender pay gap.

What is the Gender Pay Gap?

The gender pay gap is the average difference in pay between male and female employees in an organisations and the difference in hourly earnings are expressed as a percentage. It is important to understand that the Gender Pay Gap and Equal Pay are two seperate things:

Equal pay relates to men and women receiving the same pay for the same or similar roles that they do.

The Gender Pay Gap looks at men and women in all roles within the business and the average hourly wage difference. If women do more of the less well-paid jobs within an organisations than men, the gender pay gap is usually bigger.

Why do organisations have to publish this information?

Employers with more than 250 employees are legally required to publish Gender Pay Gap data on the government website and their own website. Our workforce number and reporting calculations have been impacted by Furlough status employees in 2020.

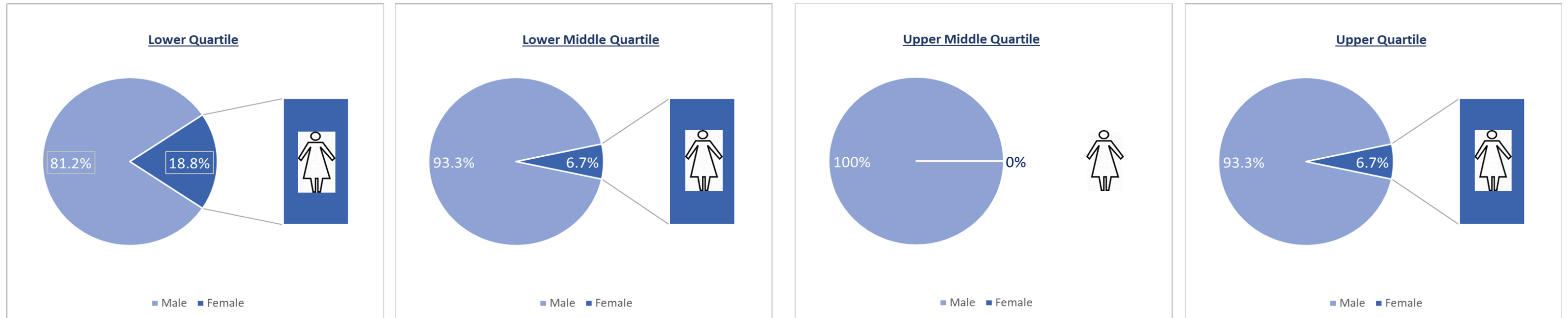
Do we have a Gender Pay Gap at WGM?

Yes. We know that our Gender Pay Gap is predominantly down to the lack of female representation in Engineering roles and within STEM (Science, Technology, Engineering & Math's) industries overall. Females only make up 9% of our entire workforce and we know we have work to do in order to attract and retain females into our business.

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Pay Quartiles

The image below shows the gender distribution at WGM when colleagues are placed into four equally sized quartiles based on pay.



Hourly rate of pay

DIFFERENCES BETWEEN GROSS HOURLY EARNINGS FOR ALL MEN AND WOMEN	
MEAN (Average)	MEDIAN (Middle)
29%	18%

What can we do to close the gap?

Start by acknowledging that there is work to be done and highlighting the benefit of developing a clear strategy to address the pay gap

- Take positive action to attract, retain and develop more females into our business at various levels, reviewing all job advertisement wording to ensure they are positive and inclusive for all sexes
- Increase female presence on our company website and across our social media platforms
- Create and publish our Diversity and Inclusion statement on our Company website

We acknowledge that these actions are only the start of a much more robust strategy to address and hopefully reduce our gender pay gap over time.