



Gender Pay Gap Report

2018



“At WGC, we are passionate about creating an inclusive culture where all team members can grow and develop.”

Martin Birch, CEO

Gender Pay Gap Report

2018

WGC are passionate about creating an inclusive culture where all team members can grow and develop.

We work hard to ensure that we have gender balance in a sector that traditionally women are over represented in roles that tend to be lower paid. We have achieved this through internal promotion, career development and active participation in the apprenticeship scheme.

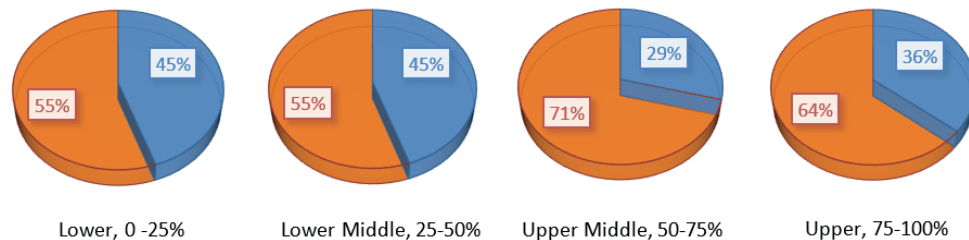
WGC are a foundation member of the Ethical Trading Initiative, having been able to evidence that we meet the criteria of the Base Code. This includes ensuring that a living wage is paid and no discrimination is practised.

We are proud to publish our Gender Pay Gap results below.

	Women's earnings are:
Mean gender pay gap (pay/hour)	0.49% higher
Median gender pay gap (pay/hour)	0.16% higher
Difference in mean bonus payments	91.89% higher
Difference in median bonus payments	7.79% higher

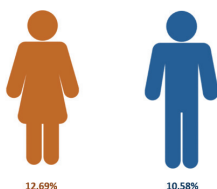
Women's earnings are higher in all of the categories above, this is expected considering our workforce is predominantly female (75% female employees).

Proportion of men and women in each pay quartile (%)



Again, the above results are expected due to our higher proportion of female employees.

Proportion of men and women receiving a bonus payment:



Approximately the same percentage of women and men receive bonus payments.

Gender Pay Gap Report

2018

Report issued: 21st March 2018



WGC Limited

7 Academy Buildings
Fanshaw Street
London N1 6LQ

Tel 0207 729 2980

www.wgc.ltd.uk

Company number: 01163829
Registered in England & Wales

Copyright 2018 WGC Limited | All rights reserved.

WGC is proud to be an inclusive and progressive employer.

