

WHYTE & MACKAY

# GENDER PAY GAP REPORT 2024





# ABOUT THE GENDER PAY GAP

The gender pay gap is the difference between the average (mean or median) earnings of men and women across a workforce.

Gender Pay and Equal Pay are often confused, but it's important to remember these terms are not interchangeable. Gender Pay refers to the average earning gap across all employees within a business regardless of seniority, experience, or role. In contrast, equal pay focuses on men and women being paid equal amounts for doing the same or similar role.

## DEFINITIONS

**MEDIAN** – the midpoint of a population. To calculate this we create two lines arranged in order of pay – one with all the women in the company, and the other with all the men. We then take the middle female in the line and the middle male in the line and compare their actual hourly rate. We then repeat this process for bonus payments.

**MEAN** – the difference between the average hourly pay or average bonus payment for men and women in a company.

**PAY QUANTILES** - are calculated by organising the pay rates from the lowest to the highest paid employee and splitting them into four equal sized groups.

When calculating the data for the annual Gender Pay Report, the data collected on the 5th of April for the reported year must be used. Therefore, this report refers to data collected on the 5th of April 2024.

# OUR 2024 GENDER PAY GAP

The mean gender pay gap at Whyte & Mackay decreased to 12.2% in 2024, down from 14.3% in 2023, remaining below the UK national average for all employees.

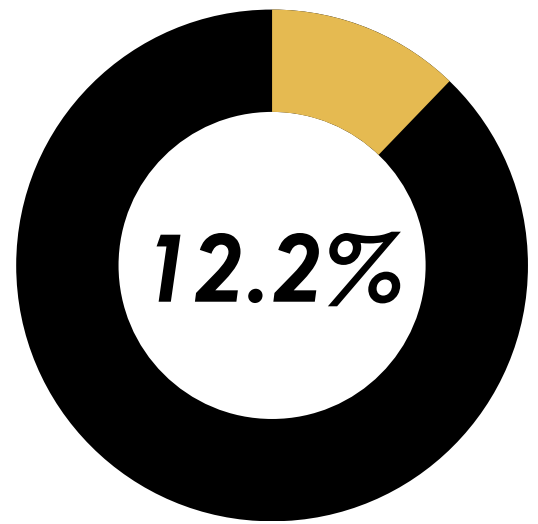
The median pay gap for 2024 decreased to 1.6%, down from 8.9% reported in 2023.

As of April 2024, we had 677 colleagues on our payroll. The gender split in our organisation remains consistent, with 63.5% of the workforce being male and 36.5% female. This gender imbalance is a key driver of our gender pay gap.

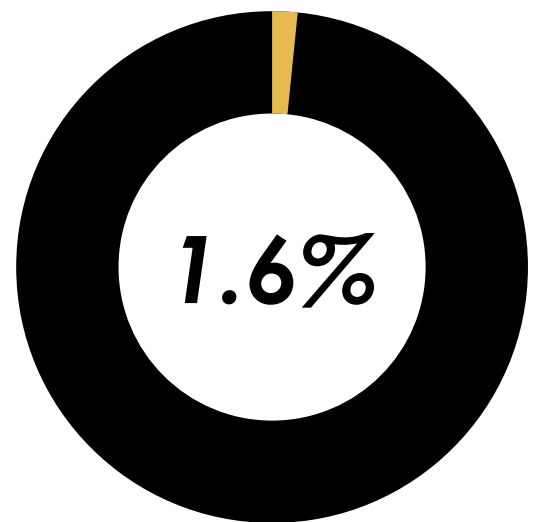
This split is also evident in each of the pay quartiles in 2024. We believe this gender imbalance remains a key driver of our gender pay gap. Notably, we've seen a 12% increase in women in the upper middle quartile and an 11% decrease in women in the lower pay quartile.

Although bonuses are equally distributed between male and female colleagues, there is a mean bonus gender pay gap of 50.3% and a median bonus gender pay gap of 10.9%. This gap is mainly due to top pay quartile roles, which have higher variable pay elements and are predominantly (68%) filled by males.

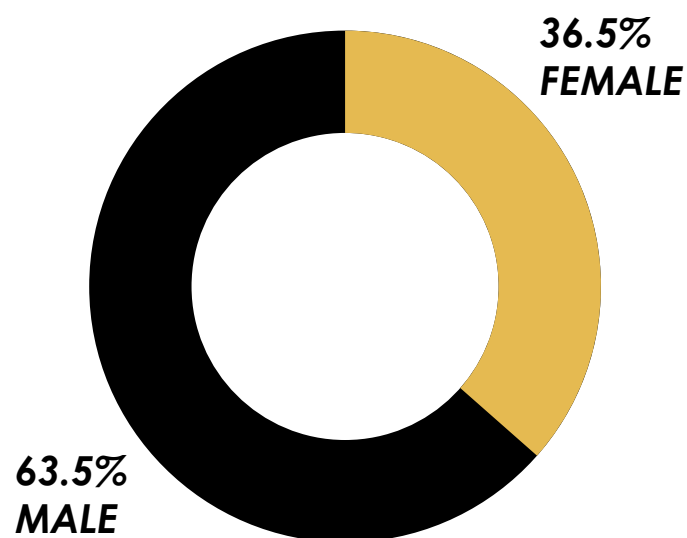
Please note that these figures are based solely on basic salary, bonus payments, and regular allowances, and do not include overtime, expenses, or benefits-in-kind.



**MEAN PAY GAP**

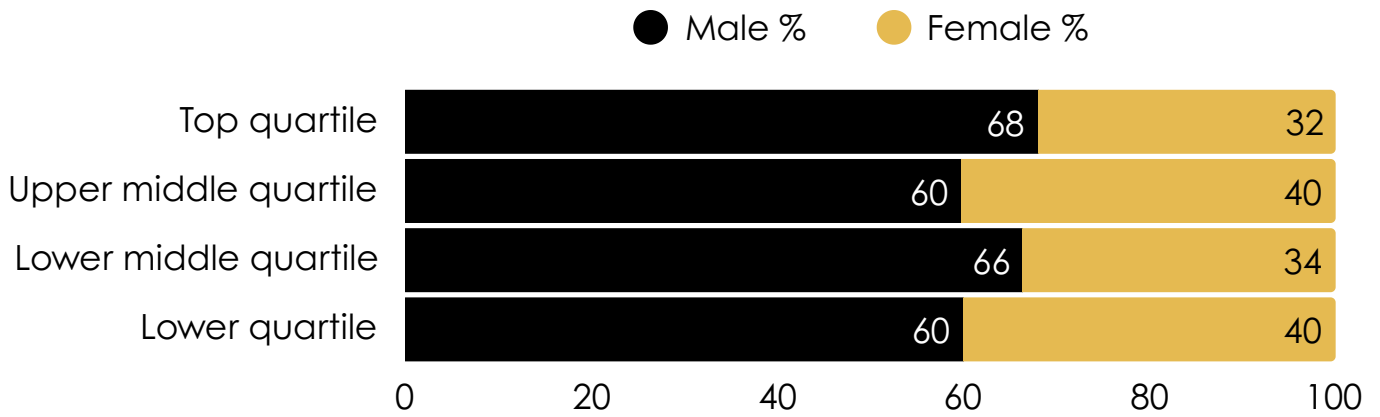


**MEDIAN PAY GAP**

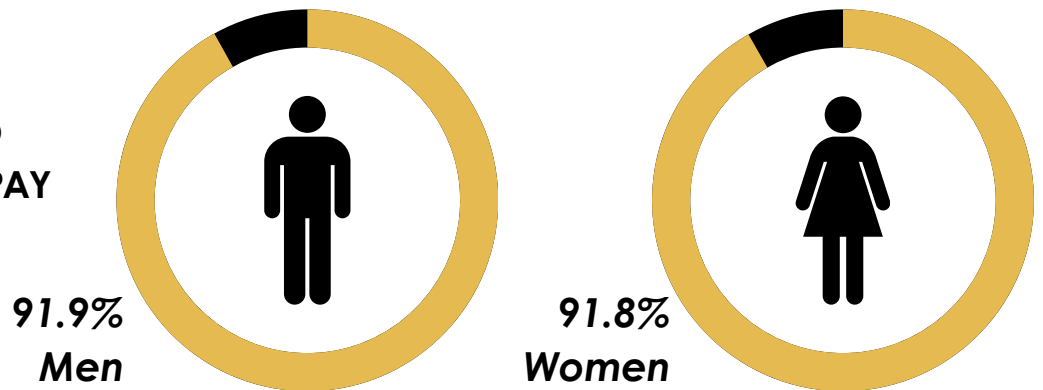


**TOTAL MALE AND FEMALE COLLEAGUES**

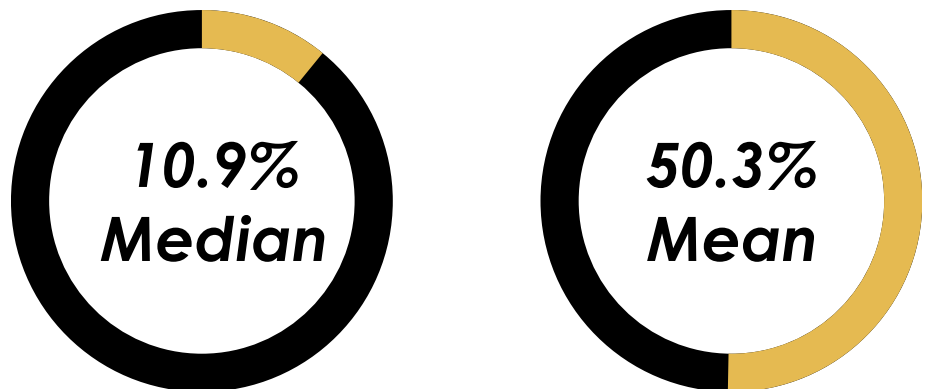
**PERCENTAGE OF MEN AND WOMEN  
IN EACH OF THE PAY QUARTILES**



**NUMBER OF MEN  
AND WOMEN WHO  
RECEIVED BONUS PAY  
2024**



**BONUS GENDER PAY  
GAP 2024**





# OUR ACTION PLAN

We pay our colleagues fairly, regardless of gender. The gender imbalance in higher positions contributes to our gender pay gap.

Our journey towards improvement includes:

## **RECRUITMENT**

Improving the gender balance in our candidate pools by regularly reviewing our practices to support diversity. Employment offers are always based on objective criteria. This is not about promoting one group of people over another; it ensures equal opportunities for everyone, regardless of gender, to develop and progress at Whyte & Mackay Ltd.

## **FLEXIBLE WORKING**

Supporting flexible working arrangements for all colleagues whenever feasible. Additionally, a new policy has been implemented to support colleagues with carer responsibilities.

## **MANAGEMENT & COLLEAGUE DEVELOPMENT**

Creating new learning platforms on Diversity, Equality, and Inclusion (DEI) for all colleagues. Inclusivity training is now essential in our managers' development programme.

## **DIVERSITY, EQUALITY & INCLUSION**

Collaborating with our DEI Steering Group, which comprises representatives from across our business, we monitor and reflect on our progress toward improving our gender balance and reducing the gender pay gap.

## **FUTURE WORKFORCE**

Supporting STEM-focused organisations that actively promote and encourage diversity within careers in Science, Technology, Engineering, and Manufacturing. We aim to endorse initiatives that enhance the diversity of personnel entering our sector and business.