

Willerby Gender Pay Report April 2026

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 2025 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 1.39% – meaning that men are paid more than women. For every £1 that a man receives a woman receives 98.61p. The slight increase in the mean gender pay gap from 0.5% to 1.39% is as a result of the introduction of salary exchange for pension scheme during the year prior to the snapshot.

The gender pay gap for hourly pay among all employees nationally in April 2025 was 12.8% (ONS). The gap among full-time employees is 6.9% (ONS).

There have been positive changes in the representation of women across our pay quarters with women now represented in the upper middle hourly pay quartile, where in the previous year this had been 0%.

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 23.67%, meaning that men are paid more than women. For every £1 that a man receives at Willerby a woman receives 76.33p. This is a positive change from the previous reporting period of 9.13%.

The percentage of men receiving a bonus is 97.5% and the percentage of women receiving a bonus is 97.1%. The likelihood of receiving a bonus during the reporting period (12 months up to and including 5th April 2025) does not differ based on gender.

The **mean gender pay gap for bonus pay** for the Willerby Group of Companies is -222.83%, meaning that women are paid on average more bonus than men.

The **median gender pay gap bonus pay** for the Willerby Group of Companies is -26.38%.

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	8.4%	91.6%
Upper Middle Hourly Pay Quarter	1.9%	98.1%
Lower Middle Hourly Pay Quarter	7.1%	92.9%
Lower Hourly Pay Quarter	27.7%	72.3%

Total population 618 employees consisting of 70 females and 548 males.

Why we have a Gender Pay Gap?

The Willerby 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.

This reporting period has seen some positive changes particularly with women now being included in the upper middle hourly pay quartile and both 97% of males and females receiving a bonus in the period.

What is the Willerby 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.
- **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
CEO



Susan Pender
Director of People