

Gender Pay Gap

Calculated using UK employee hourly rate salary data, as at 5th April 2020.

Mean	Median
-0.06%	3.55%

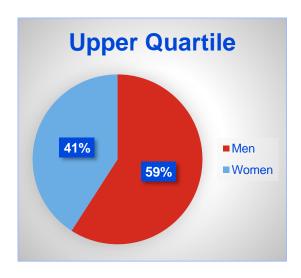


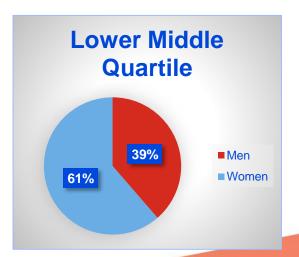
Bonus Pay Gap

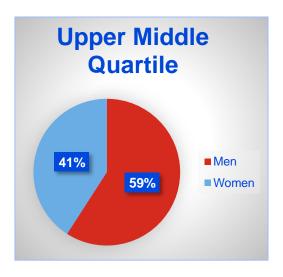
% of male employees who received a bonus	% of female employees who received a bonus
82.2%	80%

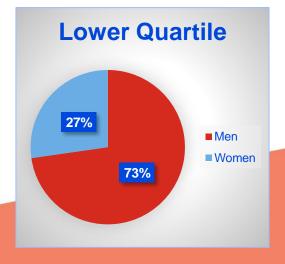
Mean Gender Bonus Pay Gap	Median Gender Bonus Pay Gap
-27.57%	-19.12%

Gender Pay Gap Quartile Figures











I confirm that our data has been calculated according to the requirements of The Equality Act 2010 (Gender Pay Gap Information) Regulations 2017.

Sally Felstead General Manager, WPS UK

