

Gender Pay Gap

Calculated using UK employee hourly rate salary data, as at 5th April 2018.

Mean	Median
11.57%	8.06%



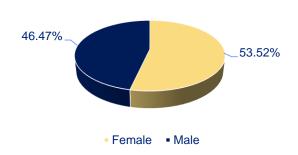
Bonus Pay Gap

% of male employees who received a bonus	% of female employees who received a bonus
56.1%	43.79%

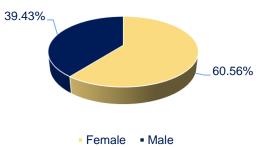
Mean Gender Bonus Pay Gap	Median Gender Bonus Pay Gap
21.54%	-4.11%

Gender Pay Gap Quartile Figures

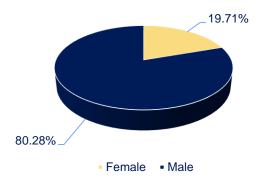




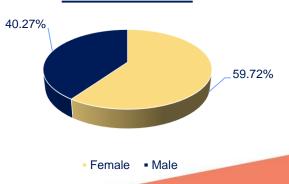
<u>Upper Middle Quartile</u>



Lower Middle Quartile



Lower Quartile





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

Sally Clayton

General Manager, WPS UK

