

WESTMORLAND

Westmorland Limited Gender Pay Gap Report 2022

The gender pay gap measures the difference in earnings of men and women, expressed as a percentage of men's pay. In accordance with legislation, these figures are based on a 'snapshot date' of 5th April 2022. Westmorland Limited pays men and women the same rate of pay for doing equal work; however we employ significantly more women across the organisation than men and employ large numbers of women in lower paid roles, which results in our gender pay gap.

Our Results

Gender Pay Gap

Gender pay gap (hourly pay)	Mean	11.6%
	Median	1.5%

The average hourly rate paid to women was 11.6% lower than that paid to men in April 2022. This represents an improvement from 12.9% in April 2021 and is below the national average of 13.9%. Our median gender pay gap is 1.5% and this represents a decrease from 3.2% in 2021, and remains significantly below the national average of 14.9%.¹

Bonus Pay Gap

Gender pay gap (bonus pay)	Mean	0.3%
	Median	0.5%

Percentage of male employees that received a bonus:	6.2%
Percentage of female employees that received a bonus:	4.2%

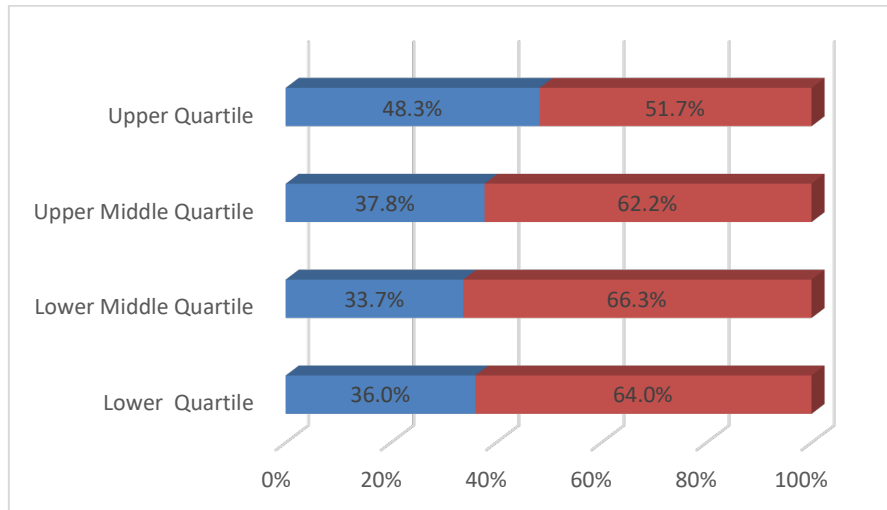
What's difference between the mean and median figures?

The **mean** gender pay gap is the difference between the average hourly rate of pay of men and women. The **median** gender pay gap is the difference between the midpoints in the ranges of hourly rates of pay for men and women, when ranked in ascending order.

¹ Source: Office for National Statistics, Annual Survey of Hours and Earnings.

Proportion of Men and Women in Each Pay Quartile

Westmorland Limited has an uneven distribution of men and women across our workforce, with women making up 61% of our colleagues. This is particularly noticeable in the lower quartiles and as a result there are more women working in lower paid roles across the organisation. Distribution of males and females is more even in the Upper Quartile, but this means that there are proportionally more male colleagues in higher paid positions, which increases the average hourly rate paid to men.



Summary

Our gender pay gap has improved from 2021 with the gap decreasing in both mean and median figures. This reflects our continued commitment to reducing our gender pay gap and we are pleased to confirm that our gender pay gap remains noticeably below national averages.

I can confirm that the data provided in this report is accurate.

Sarah Dunning
Chairman