

WILLIAMS

ADVANCED
ENGINEERING

GENDER PAY GAP REPORT

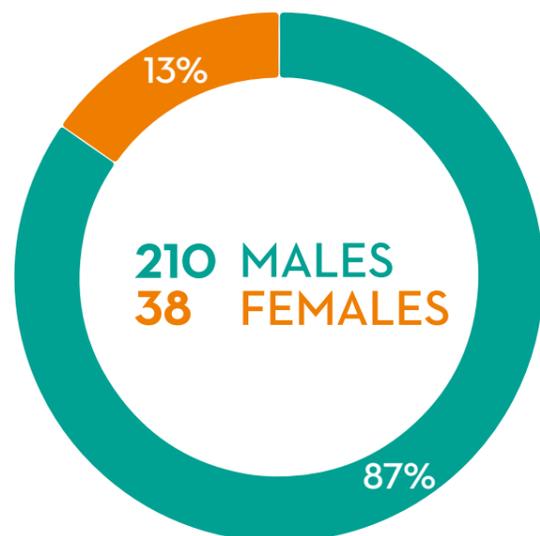
2022



As part of the Equality Act 2010 (Gender Pay Gap Information) Regulations 2017, the Government requires organisations with 250 or more employees to report annually on the differences between average and median levels of pay for men and women. This difference is known as the 'gender pay gap'. This report details the metrics as of the 5th April 2021, the mandatory snapshot date, and summarises the activities in the year up to this date.

This year's Gender pay figures must be viewed in the context of an extremely challenging period both for WAE Ltd, and for organisations globally. In April, the company was still feeling the impact of the pandemic in a number of areas. As there was no growth in headcount in 2021, the company had no opportunity to increase the female representation in the work force. However, we did manage to maintain the number of women in the organisation during this difficult time.

ORGANISATION GENDER BREAKDOWN



THE DATA:

Our Gender Pay Gap data is a comparison of the average hourly pay levels of men and women employed within the organisation regardless of job role, on a specific date (5th April 2021), expressed as a percentage of the men's average pay. Our data shows that at the mean and median average points the gap is in favour of the men, which is largely caused as a result of the under-representation of females in senior roles and over-representation of females in more junior roles. The median average means that for every £1 a man earns in our organisation a woman would earn 87p. Although this is an improvement on last year's figure it is lower than the industry average about which we cannot be complacent. Overall female employees continue to be a minority within our industry sector, and we maintain our efforts to encourage more women to consider careers in engineering and manufacturing.

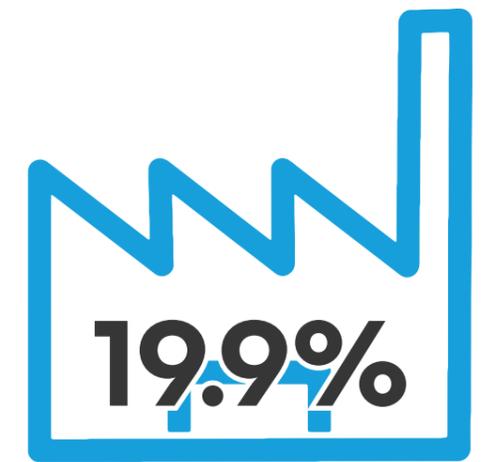
34.3%
MEAN PAY

13.2%
MEDIAN PAY

COMPARISONS



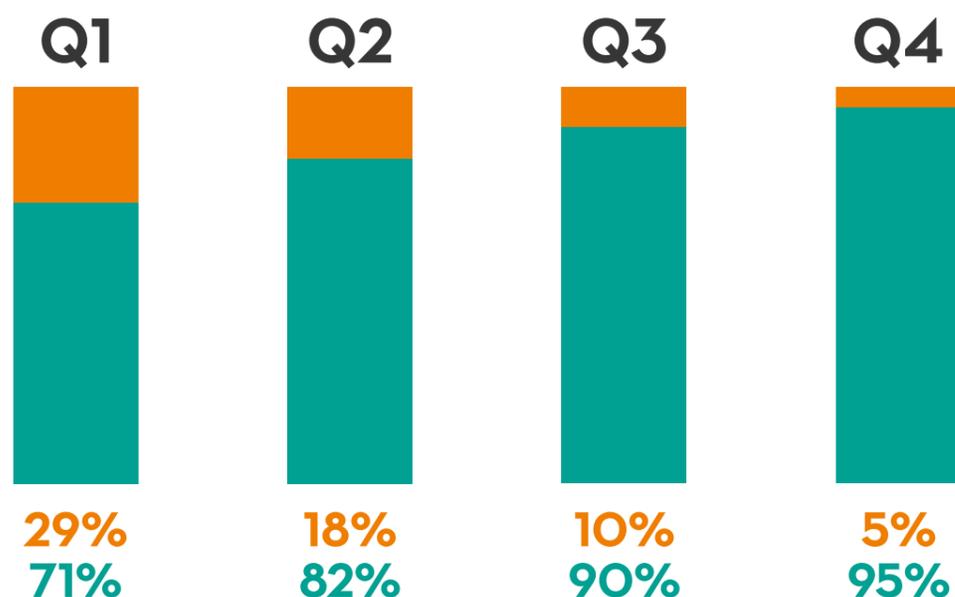
UK NATIONAL
GENDER PAY GAP
2021



INDUSTRY SECTOR
PROFESSIONAL, SCIENTIFIC AND TECHNICAL
2021
(FIGURES SUPPLIED BY STATISTA)

PAY QUARTILES:

The Pay quartiles data demonstrates the percentages split of men and women when the workforce is divided in to 4 equal sections based on hourly pay data. Due to an overall reduction in our workforce during 2020-21, we believe the changes in each quartile are reflective of this, rather than any significant improvement.



The proportions of male and female full-pay relevant employees in the lower, lower middle, upper middle and upper quartile pay bands

BONUS DIFFERENCE:

Due to the disruption to our business brought about by the pandemic, no Company Bonus was paid in relation to Financial year 2020. There were only 5 Bonus payments made and these were in relation to our Employee Referral scheme and a short-term contract completion bonus. These types of payments were included in last year Bonus figures and so have been reported, but they are not representative of last years figures that included a Companywide performance bonus.

BONUS FIGURES



BONUS GENDER GAP



WAE continues to encourage and support greater diversity in our workforce. We are continually seeking ways to improve our policies and practises to make a positive change for our team. We also strive to ensure that everyone is aware of their responsibility to create a fair and respectful place to work for all. Of course, there is more to be achieved and the process is continual but we remain committed to deliver results.

We understand that women are still underrepresented in our industry sector, but are actively working to create opportunities and raise awareness of opportunities to those young women considering STEM careers. The decision for young people to turn away from STEM subjects or indeed not even give consideration to STEM careers can happen at a young age. As a result, WAE has developed partnerships with several local schools to help address this and supported several female only career events. In addition, a number of female engineers have visited our partner schools to present their journeys into engineering and manufacturing; all of which are also actively promoted on our Social Media and Linked in channels. We have also started to offer work experience opportunities for students at our partnership schools.



OUR ACTIONS:

Our “young talent” programmes continue to attract a diverse range of young engineers and graduates. We offer ‘Year in Industry’ placements to a growing number of undergraduates as well as attracting graduates to our development schemes. In 2021, 66% of our business graduates and 15% of our industrial placement and engineering graduates were female. All of our recruiting managers are trained in unconscious bias awareness and are aware of our diversity challenges and aims.

The company’s Environmental, Social and Governance (ESG) committee was set up last year to drive our Diversity and Inclusion agenda affecting change across the organisation; regularly reporting progress at Board level.

In summary, the past year has been challenging for us; the pandemic forcing us to work differently, reassessing our policies and procedures and demanding that we re-evaluate some core business practises. However, whilst it has been difficult, the need to change in an unprecedented environment has led to a number of improvements. We have implemented a hybrid working policy, which allows greater freedom for our staff to manage their work-life balance. For many office-based staff, this has meant spending less time away from family and they have reported better wellbeing. We have conducted more on-line meetings and company-wide briefings which has resulted in greater attendance and inclusion across the business.

Now that we are emerging from the worst of the Covid pandemic, we are able to focus more on addressing gender diversity and inclusion in our growing workforce.

“Williams Advanced Engineering is committed to supporting a respectful workplace culture and gender balanced workforce; recognising that people are central to the vision and future success of our business. As an organisation, our growth plans rely on recruiting, developing and retaining the best people, regardless of gender or background and making Williams Advanced Engineering an employer of choice where every employee is encouraged to reach their full potential”

CRAIG WILSON

CEO, WAE

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