

Summary from Danielle Oum, Chair of whg's Board



The median pay gap for 2020 reduced by 3.05 percentage points compared to 2019, which is a move in the right direction. Encouragingly, the mean pay gap for 2020 has also reduced by 0.85 percentage points over the same period. whg's mean gender pay gap has reduced year-on-year since 2017.

At whg we are working hard to tackle inequality and create a diverse and inclusive culture. We recently commissioned an external review of our approach to Equality, Diversity and Inclusion and whilst it highlighted several areas of best practice it confirmed that there is still more to do. Over the coming months we will be refining our EDI action plans based on the findings of the review.

We are in a great position regarding gender balance within our leadership structures and generally have no problem in attracting and retaining women into senior roles. There are more women than men in our Group Executive Team and there is an equal gender split amongst our senior leaders.

whg has a large in-house repairs and maintenance team and almost a third of our workforce are trades colleagues. As trades colleagues, who are predominantly male, account for 89% of the upper middle pay quartile, this has a significant impact on our gender pay gap. Nationally, women are under-represented in these roles and whg is no different. Although we are working hard through innovative positive action



programmes to address this imbalance, currently only 3% of our trades colleagues are female. There is clearly more that we need to do as an organisation and as a sector to attract women into these skilled, well-paid roles.

Whilst not a requirement whg also determines its ethnicity pay gap annually. Through our People Strategy and our EDI Action Plan we continually strive to improve our working practices to improve all areas of diversity, not just gender.

Tackling both the Gender and Ethnicity Pay Gaps requires a long-term sustained approach. We remain committed to ensuring that our strategies and plans encourage and enable progression, growth and equality of opportunity for all.

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Gender pay gap data

2020

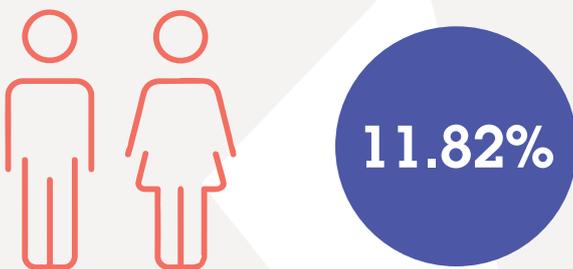


Gender pay reporting legislation requires employers with 250 or more employees to publish statutory calculations every year showing the pay gap between their male and female employees. As at 5 April 2019 the data for whg was as follows:

Gender pay gap

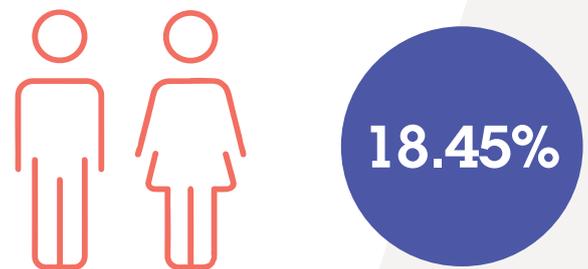
Mean

Gender pay gap



Median

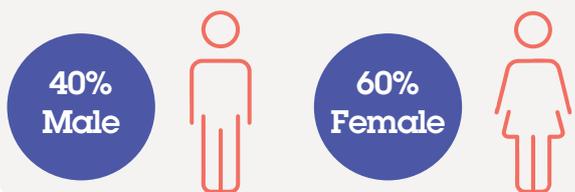
Gender pay gap



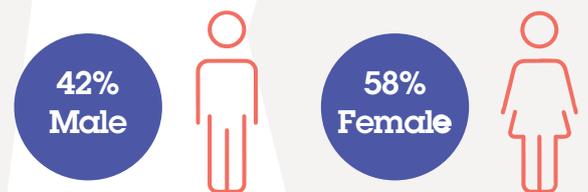
Bonus pay gap not applicable as bonus is not paid

Proportion of males and females in each quartile bracket

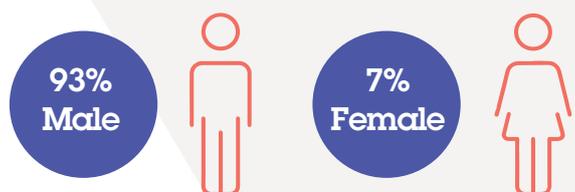
Lower quartile



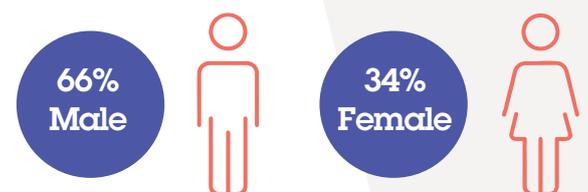
Lower middle quartile



Upper middle quartile



Upper quartile



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