

World Wise Foods

2024 Gender Pay Gap Report

Gender pay gap reporting requires employers with 250 or more employees to publish statutory calculations every year showing how large the pay gap is between their male and female employees. The gender pay gap shows the difference in the average hourly rate of pay between women and men in an organisation, expressed as a percentage of average male earnings. We have followed the calculation methodology set out by the Government Equalities Office to report our mean and median gender pay gap, bonus gap, and distribution across pay quartiles.

At World Wise Foods we believe in transparency and therefore have voluntarily opted to carry out Gender Pay Gap Reporting under the Equality Act 2010 (Gender Pay Gap Information) Regulations 2017.

The Gender pay gap report is based on data as at 5th April 2024. At this date World Wise Foods Ltd. employed 36 staff with 28% (10) being male and 72% (26) being female.

The gender pay gap is the difference between the average pay of men compared to the average pay of women within an organisation and across all levels of the business. What this means in practice is that if women do more of the less well-paid jobs, the gender pay gap is usually bigger.

This is our fifth year of publishing of gender pay gap report. Analysis of our data continues to show that our pay gap does not result from women and men doing the same job and being paid differently but is due to less women being employed in Senior positions, however the number of males and females within the upper quartile is balanced and remains the same as the last two years. We continue to ensure a balanced workforce where possible.

It's important to know that the Gender Pay Gap is not the same as Equal Pay. We are confident that all our staff performing the same job receive equal pay.

The Metrics and Calculations Explained

Median Calculation: The median is the figure that falls in the middle of a range when the wages of all relevant employees are lined up from smallest to largest. The median gap is calculated based on the difference between the employee in the middle of the range of male wages and the middle employee in the range of female wages.

Mean Calculation: The mean is calculated by adding up the wages of all relevant employees and dividing the figure by the number of employees. The mean gender pay gap is calculated based on the difference between mean male pay and mean female pay.

A positive number indicates that on average, men earn more than women, while a negative number represents the reverse.

Bonus Pay Gap, Mean and Median - The difference in the average bonus pay to male and female relevant employees who received a bonus during the 12 months prior to the snapshot date. This is represented as a percentage of the average bonus pay paid to male relevant employees, as per the Gender Pay Gap figures.

Bonus Pay Proportion - Male employees receiving a bonus in the last 12 months, represented as a percentage of the male relevant employees. Female employees receiving a bonus in the last 12 months, represented as a percentage of the female relevant employees.

Quartiles - The proportion of male and female employees in each of four equal sized groups of employees ('quartiles') after ranking of all full-pay employees from highest to lowest by hourly rate of pay.

Our Pay Gender Gap is as follows:

The tables below show our overall median and mean gender pay and bonus gap based on hourly rates of pay as at the snapshot date of the 5th April 2024 and bonuses paid in the year to 5th April 2024.

	Median	Mean
Gender pay gap	21%	39%
Gender bonus pay gap	46%	78%

Proportion of staff awarded a bonus during the year to April 2024.

	Male	Female
Total staff	10	26
Receiving Bonus	6	24
Proportion of males and females receiving a bonus	60%	92%

Proportion of females and males in each quartile band

Quartile	Male	Male %	Female	Female %
Lower	3	33	6	67
Lower Middle	1	11	8	89
Upper Middle	2	22	7	78
Upper	4	50	4	50

An indication of women representation at different levels of the organisation – Women occupy 50% of the higher paid jobs and 67% of lower paid jobs.

World Wise Foods is a family-owned business where we embrace diversity, and we pride ourselves on being an open and flexible employer. We have processes in place to ensure that individual pay is determined for every role in the business on a fair and comparable basis. We complete annual salary and benefit benchmarking against market data, review our policies, approach, and propose changes where applicable to meet industry benchmarks. As a result, we are confident reward decisions across the company are made in a consistent and fair way.

When comparing men and women within the same roles across the business there is not one gender that is paid more than the other and we are confident that our gender pay gap is driven by the structure of our workforce and the concentration of males in our senior leadership roles, rather than our pay structure, which is gender neutral by design.

The narrowing of the median and mean gender pay gap, year on year from 2021 is a testament to this.

	2021	2022	2023	2024
Mean	52%	45%	44%	39%
Median	49%	40%	26%	21%

Actions

You can see that we are committed to improvements in the areas where there is difference, reducing it year on year. We can see these improvements whilst continuing to work towards a more balanced male, female split and by continuing to increase gender diversity.

We continue to be committed to supporting our working parents and carers to effectively balance their work and home life and remain flexible; continuing to improve on our flexible working and hybrid working policy, continuing with core working hours and professionalising our learning and development programme.

At World Wise Foods we benchmark compensation internally and externally for our job roles and only recruit the best person for the role.



David Burton
Chief Executive