

World Wise Foods

2025 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.

Company Overview

The Gender Pay Gap (GPG) report is based on data as at 5th April 2025. At this date World Wise Foods Ltd. employed **37** staff with **30%** (11) being male and **70%** (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. We continue to ensure a balanced workforce where possible.

It's important to understand that the Gender Pay Gap is not the same as Equal Pay. We are confident that all our staff performing the same job role, with equivalent levels of experience, 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 Bonus Pay Gap measures the difference in average bonus pay received by male and female employees who were awarded a bonus during the 12 months prior to the snapshot date. The gap is presented as a percentage of the average bonus pay received by male employees, in line with Gender Pay Gap reporting standards.

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 2025 and bonuses paid in the year to 5th April 2025.

	Median	Mean
Gender pay gap	31%	33%
Gender bonus pay gap	4%	28%

Our Gender Pay Gap is not the result of unequal pay for equivalent roles. We are confident that men and women performing the same job with comparable experience are paid equally. Instead, our gap arises from a combination of structural and workforce distribution factors. A key driver of the gender pay gap is the composition of our Senior Leadership Team, which consists of five men and three women, with men holding the highest-paying roles of Chairman and CEO. This leadership structure elevates the average male salary and bonus, increasing the overall gap despite fair pay practices at individual role levels.

A higher proportion of our female employees work part-time and other females participate in salary sacrifice schemes increasing their pension contributions. While these are positive choices for supporting flexibility and long-term financial planning, they reduce gross pay figures, and therefore affect the gender pay gap calculations. Even if their hourly rate is fair, the reported pay is reduced, inflating the gender pay gap. This is a known limitation of GPG reporting, as it doesn't adjust for working patterns or voluntary deductions.

We are encouraged by the downward trend in our mean gender pay gap over the last five years, from 52% in 2021 to 33% in 2025, demonstrating meaningful progress. The increase in the median gap this year (from 21% in 2024 to 31% in 2025) signals the need for continued focus on equitable representation and career progression opportunities which we are committed to addressing through continued transparent pay practices and ongoing review of our reward structures to ensure fairness and equality across the organisation

Proportion of staff awarded a bonus during the year to April 2025.

	Male	Female
Total staff	11	26
Receiving Bonus	8	24
Proportion of males and females receiving a bonus	73%	92%

Pay Quartile Distribution

Quartile	Male	Male %	Female	Female %
Lower	2	20	10	80
Lower Middle	2	22	8	78
Upper Middle	2	22	7	78
Upper	5	56	4	44

Year on year Gender Pay Gap Trends

	2021	2022	2023	2024	2025
Mean	52%	45%	44%	39%	33%
Median	49%	40%	26%	21%	31%

World Wise Foods is a family-owned business that embraces diversity and prides itself on being an open and flexible employer. We have processes in place to ensure that pay for every role is determined fairly and consistently. Each year, we conduct salary and benefits benchmarking against market data, review our policies and practices, and implement changes where needed to align with industry standards. As a result, we are confident that reward decisions across the company are made in a consistent and equitable manner. That said, we remain committed to addressing any imbalances through continued transparency in pay practices, leadership development opportunities for women, and ongoing reviews of our reward structures to promote fairness and equity throughout the organisation.

As a family-owned business, with the Chairman and CEO roles held by male family members, our leadership structure has historically shaped the distribution of senior roles. While women make up the majority of our workforce, they remain underrepresented in the highest pay quartile, where only 44% of roles are held by women compared to 56% by men. Equally, women occupy 67% of the lower-paid roles, highlighting a structural imbalance in role seniority and compensation. This distribution is a key driver of our gender pay gap. Even though pay is equitable within roles, the concentration of women in lower-paid positions and men in higher-paid roles contributes to the overall disparity.

We are committed to improvements in the areas where there is difference. 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
World Wise Foods