

## GENDER PAY GAP REPORTING 2017 / 2018

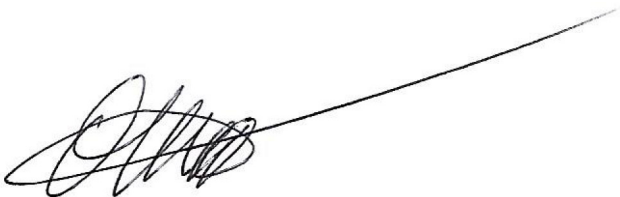
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WMS Recruitment Limited is a provider of temporary Pack house and Agricultural workers to large and small seasonal businesses within Cambridgeshire, Lincolnshire, Norfolk and Cornwall.

Our work force is very fluid and varies greatly throughout the year, but at the snapshot date we employed 940 workers and staff, with 555 (59%) being male and 385 (41%) being female. The Gender Pay Gap Report is based on a data snapshot from 5th April 2017.

We are pleased to report that the Gender Pay Gap within WMS is almost imperceptible. The majority of roles within our business are paid at exactly the same rate according to their job role, with no differences between men and women.

I confirm that the data reported here is accurate and meets the requirements of the Equality Act 2010 (Gender Pay Gap Information) Regulations 2017, and we will continue to meet the requirement to publish the prescribed Gender Pay Gap information annually.



David McIntyre CEO

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## PAY & BONUS GENDER PAY GAP

The mean gender pay gap is calculated by comparing the difference in the average pay of all men and women as separate groups.

The median pay gap is calculated by comparing the difference in the hourly rate of pay for the respective men and women at the mid-point of the group.

## OUR GENDER PAY STATISTICS

### MEAN AND MEDIAN PAY:

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Difference in mean hourly pay 0.3%

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Difference in median hourly pay 0.0%

### MEAN AND MEDIAN GENDER BONUS PAY GAP :

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Difference in mean bonus 0.0%

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We do not have a Bonus Gender Pay Gap, as WMS has not paid any bonuses within the period.

## PAY QUARTILE RANGES

### Lower Quartile

● Females : 46.4%  
● Males : 53.6%

### Lower Middle Quartile

● Females : 37.9%  
● Males : 62.1%

### Upper Middle Quartile

● Females : 40.4%  
● Males : 59.6%

### Upper Quartile

● Females : 39.2%  
● Males : 60.8%

