

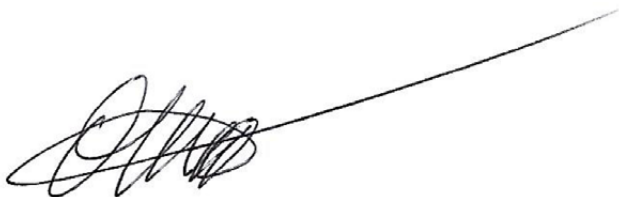
GENDER PAY GAP REPORTING 2018 / 2019

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 788 workers and staff, with 441 (56%) being male and 347 (44%) being female. The Gender Pay Gap Report is based on a data snapshot from 5th April 2018.

We are pleased to report that the Gender Pay Gap within WMS is small as 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.

A handwritten signature in black ink, appearing to read 'DMcIntyre', is written over a long, thin horizontal line that extends across the page.

David McIntyre CEO

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:

Difference in mean hourly pay 5.7%

Difference in median hourly pay 0.7%

MEAN AND MEDIAN GENDER BONUS PAY GAP :

Difference in mean bonus 0.0%

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 : 88.3%
● Males : 11.7%

Lower Middle Quartile

● Females : 24.4%
● Males : 75.6%

Upper Middle Quartile

● Females : 27.9%
● Males : 72.1%

Upper Quartile

● Females : 35.5%
● Males : 64.5%

