



Gender Pay Gap Report

2024



Our commitment

Our culture at WRAP is centred round the principles of fairness, respect, equity, diversity, inclusion and engagement.

Providing fair opportunities and an environment where we not only attract and retain talented people to help create Circular Living, but one where individuals can thrive, is at our core.

This report sets out encouraging evidence that we are making significant changes at WRAP that are having a positive impact on our gender pay gap. We are committed to continue with this important work to provide opportunities at all levels of our organisation and increase diversity throughout our leadership and operations.

This is our first year of externally reporting our gender pay gap results, but it is an area we've been working hard to improve for some years now, reducing it below the national average for the past 5 years.

Our commitment remains to accelerate action, doing all we can to close the gap further still.

Harriet Lamb, Chief Executive Officer at WRAP



WRAP's gender pay gap report 2024

WRAP is a global environmental action NGO transforming our product and food systems to create Circular Living.

We examine sustainability challenges through the lens of people's day-to-day lives. We transform the systems that provide the products we consume.

We catalyse action from policy makers, businesses, NGOs and citizens to make it happen. Established in the UK in 2000, we now work in more than 40 countries around the world, employing approximately 290 people.

In recognition of the strength and richness of equity and diversity, we're committed to treating our employees, customers, partners, and the communities we serve fairly and with dignity and respect.

We're investing in and doing more to continue making WRAP the diverse and inclusive organisation it aspires to be.

Placing at 40 out of the top 100 Most Inclusive UK Employers run by The National Centre for Diversity demonstrates our commitment and progress in this area.

Although current reporting guidelines require us to segment the population by males and females, we recognise that gender identity is not binary, and some individuals may identify differently.

To meet reporting responsibilities, the data used in this report is legal sex data. We encourage all employees to share their diversity data with us, which includes ethnicity, disability status, sexual orientation and gender identity.

By sharing diversity data our employees are helping us collect accurate data which offers insights into the representation and diversity at WRAP.

Gender pay gap reporting

Gender pay gap (GPG) data sets out the difference between the average pay of all females compared to the average pay of all males within the organisation, regardless of level or type of work carried out. This means that the representation of male and female staff within the workforce will have an impact on the GPG. A positive figure indicates a pay gap in favour of males and a negative figure indicates a gap in favour of females.

The GPG is different to equal pay. Equal pay compares pay differences between males and females who carry out the same jobs, similar jobs or work of equal value.

This is our first year of externally reporting our GPG results, however we have been analysing our GPG data over a number of years to ensure we understand trends and can take impactful action as needed.

Image: A gathering of WRAP colleagues at an internal event



Methodology

In 2017, the Government introduced legislation that made it statutory for all organisations with 250 or more employees to report annually on their gender pay gap.

In order to comply with government legislation, the gender pay gap must be calculated as the difference between average hourly earnings of males and females as a proportion of male's average hourly earnings. It is a measure across all jobs in the UK, not of the difference in pay between males and females for doing the same job. The regulations require annual gender pay gap reporting including:

- mean and median gender pay gap
- the proportions of males and females in each pay quartile
- the mean and median gender bonus gap, and,
- the proportion of males and females who received bonuses.

The data used to calculate the WRAP gender pay gap is as of 5 April 2024.

The **mean** shows the difference between the average hourly earnings of males and females by taking the total pay of females and dividing this by the number of females, and the same for males.

The **median** is found by lining up all employees' pay in two lines, one for females, one for males, in order of pay from highest to lowest. The median gender pay gap then compares the pay difference between the male and the female in the middle of the respective lines.

Our gender pay gap

At WRAP, our reward framework values a job role for its responsibility, accountability and market value. Salary awards are based on performance of both the individual and the organisation, and on the economy and affordability. WRAP is an equal pay employer – men and women performing equal work receive equal pay.

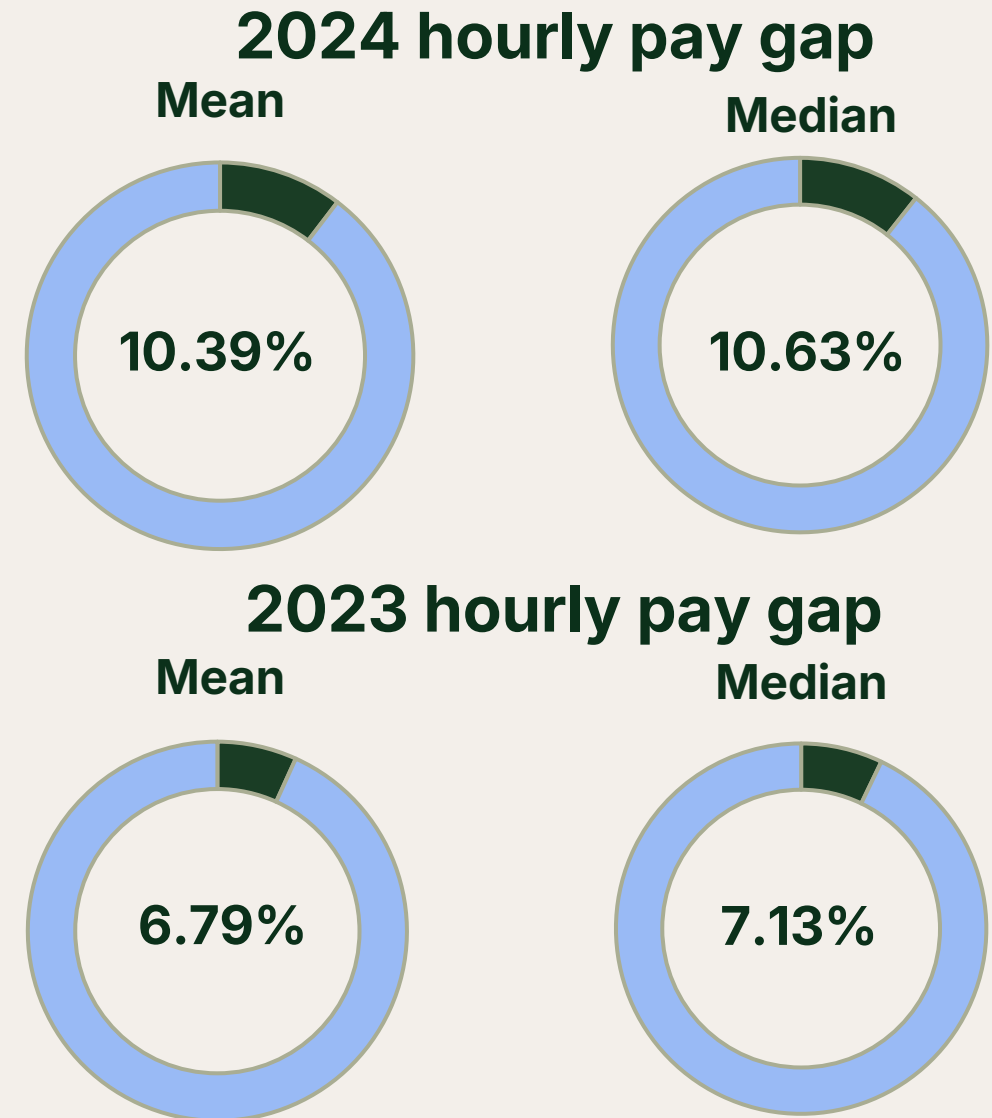
We do have a gender pay gap, one that we've been working hard to reduce, year on year.

Our **mean pay gap** is **10.39%** in **2024** (versus 6.79% in 2023) and our **median pay gap** is **10.63%** in **2024** (versus 7.13% in 2023).

WRAP has a majority female population, which at the time of reporting was made up of 68.7% women and 31.3% men. The pay gap now illustrates that on average (median) men are paid 10.39% higher than women within WRAP, compared to 6.79% in July 2023.

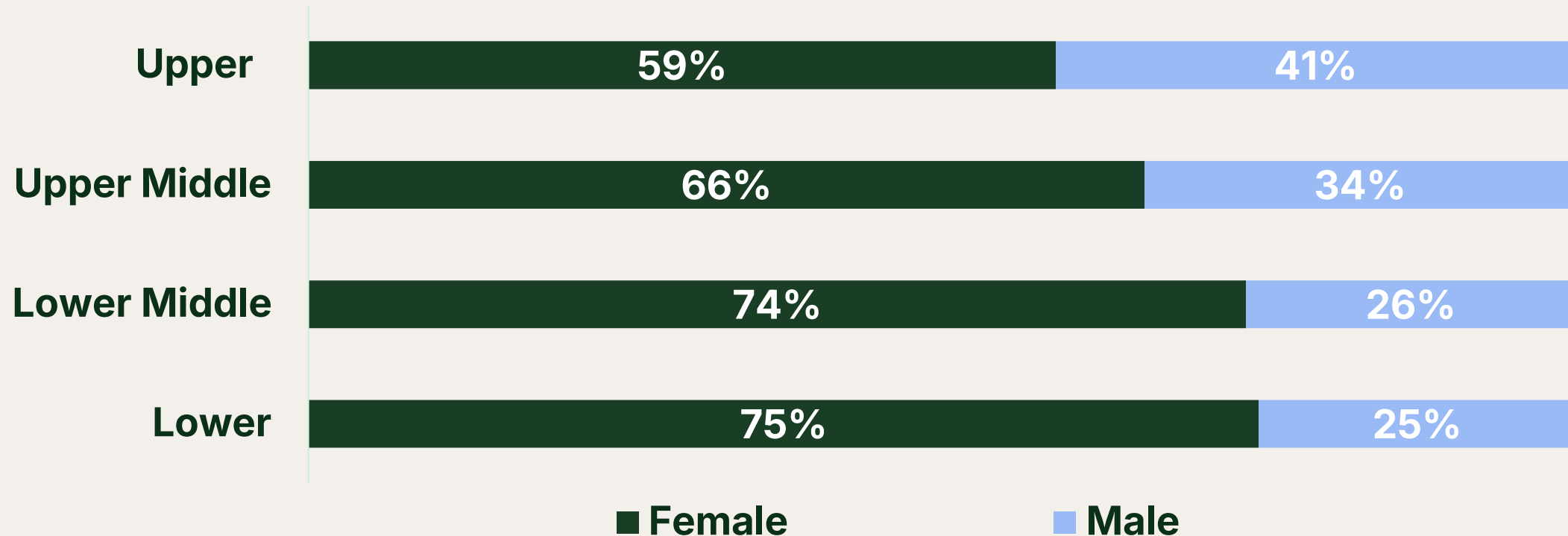
At the time of reporting, WRAP had a median gender pay gap 3.7% lower than the UK average.

The figures in this report are based on a snapshot of data on 5 April 2024. 2023 figures are based on a snapshot of data on 1 July 2023



Hourly pay quartiles

The proportion of male and female employees are split into quartile bands based on their hourly pay



The percentage of females in the upper quartile has decreased from 68% to 59% and the percentage of females in the lower quartile has remained constant at 75%. This year's data also shows the percentage of male employees in the lower quartile remains static at 25% and in the upper quartile, the percentage of males increased from 32% to 41%.

Closing the gap

The steps we have been taking to reduce our gender pay gap include:

- The introduction of a comprehensive reward framework, with a transparent pay structure and policies
- Providing inclusive recruitment training for recruiting managers, focussing on all aspects of diversity, including gender bias
- The recent appointment of a Recruitment Partner, enabling further focus on inclusive recruitment practices
- Enhancement of our family-friendly leave policy
- Promotion of flexible working practices in job adverts.

With a view to reducing the gap further still, we will continue to:

- Monitor the proportion of women/men applying for positions at various levels, with a particular focus on attraction and then measuring the 'conversion rate' at each stage of the recruitment process
- Focus on the attraction and appointment of males to our more junior positions
- Promote our family-friendly and flexible working policies to support individuals to achieve a healthy work-life balance, including those who wish to blend family or caring responsibilities with work
- Review equal pay with our robust salary review and salary benchmarking processes
- Build on our career pathways and internal promotions
- Support and develop our networks to enhance their role and impact in creating an inclusive workplace.