

GENDER PAY GAP REPORT 2020

The Equalities Act 2010 (Gender Pay Gap Information) Regulations 2017 place requirements on employers with 250 or more employees to publish specific information regarding their gender pay gap. This information provides details on the difference between male and female employee's remuneration.

Wyman-Gordon operates with, and is committed to, an Equal Opportunities Policy, which strives towards a workplace that is equal, fair and free from discrimination.

Wyman-Gordon Ltd employed 295 employees on the snapshot date of 5th April 2020 with female employees representing 9% of the total workforce.

Gender Pay Gap between Male and Female Employees

As at 5th April 2020

	Mean	Median
Gender Pay Gap	-0.6%	9%
Gender Bonus Gap	-54%	-97%

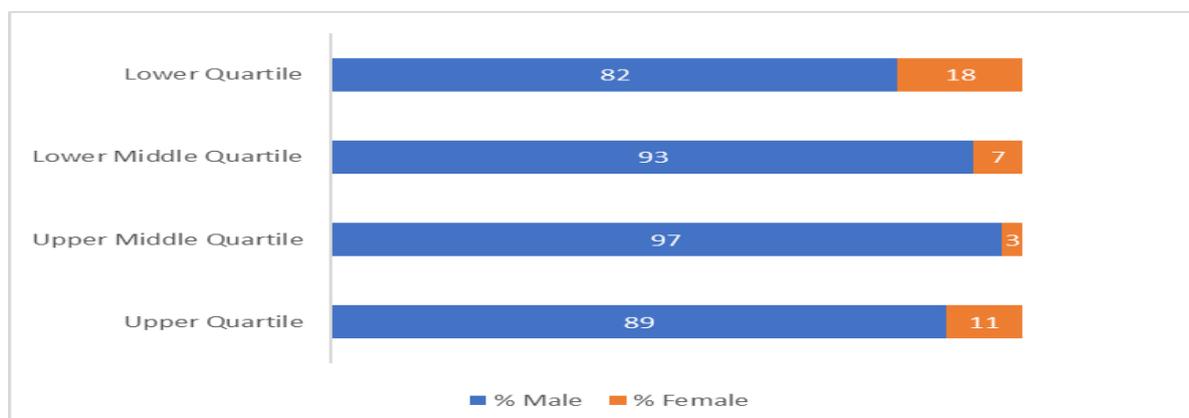
Proportion of Male and Female employees receiving a bonus

In 12 months preceding 5th April 2020

Male	Female
87%	96%

Proportion of Male and Female Employees by Pay Quartile

As at 5th April 2020



Pledge

Wyman-Gordon Ltd are committed to continue to recruit and remunerate our employees fairly and to ensure data is published in accordance with the regulations.