



# Gender Pay Gap Report

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2022

# WRAP Gender Pay Gap Report 2022



WRAP (Waste and Resources Action Programme) is a climate action NGO working around the globe to tackle the causes of the climate crisis and give the planet a sustainable future. Established in the UK in 2000, we now work in more than 40 countries around the world, employing just under 250 people.

In recognition of the strength and richness of equality, 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 make WRAP the diverse and inclusive organisation it aspires to be.

Whilst we're presently not legally required to report on our Gender Pay Gap information, employing fewer than 250 'relevant' employees; our commitment to embedding the FREDIE principles of Fairness, Respect, Equality, Diversity, Inclusion, and Engagement means such metrics are insightful in support of our wider equality, diversity, and inclusion strategy.

The figures in this report are based on a snapshot of data in July 2022.

# Our Gender Pay Gap



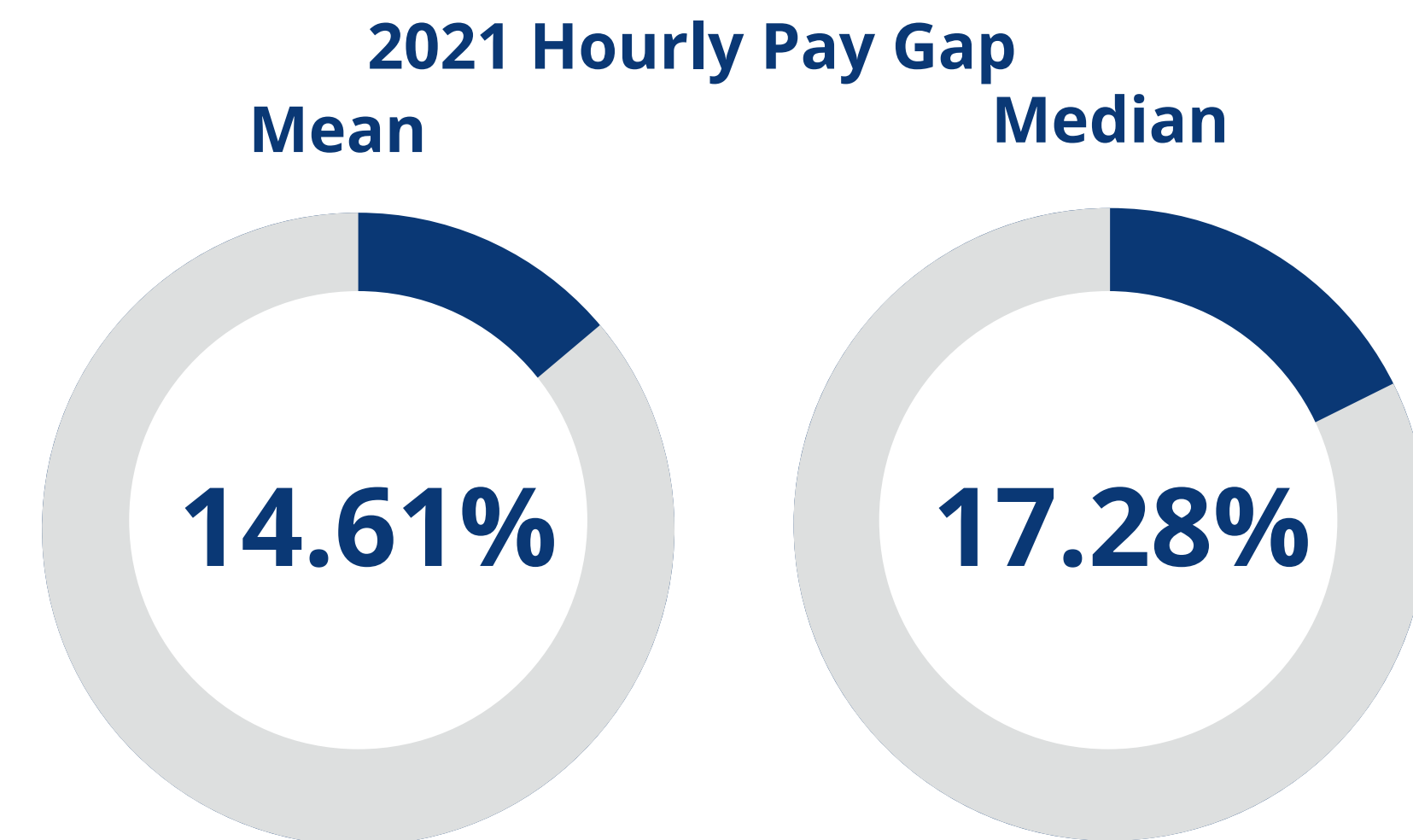
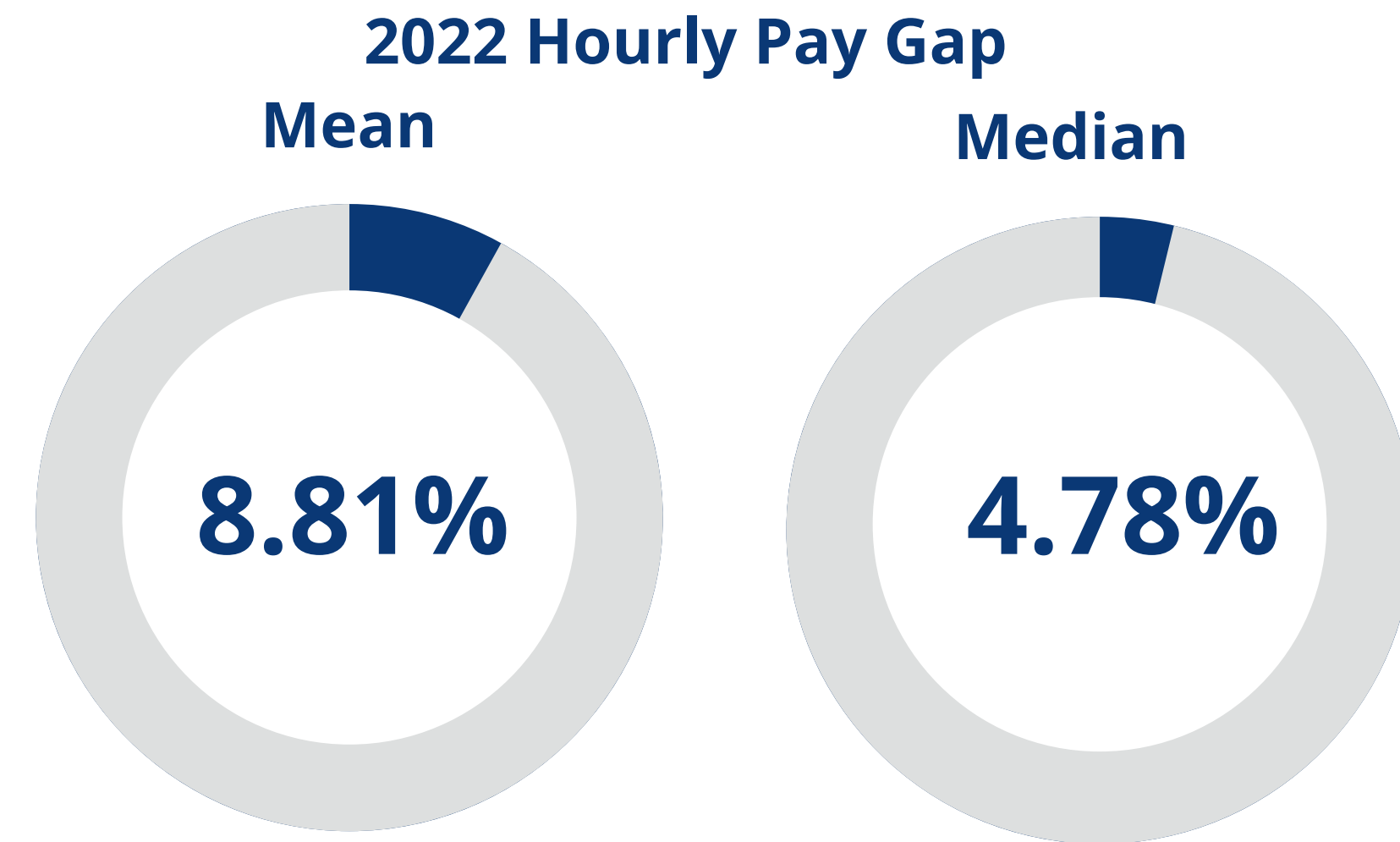
At WRAP, our reward framework values a role for its responsibility, accountability and market value. Salary awards are based on performance of both the individual and the organisation, and on economy and affordability. WRAP is an equal pay employer – men and women performing equal work receive equal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

We do have a Gender Pay Gap, one that we've been working hard to reduce, year on year.

Our **Mean Pay Gap** was **8.81%** in **2022** (versus 14.61% in 2021) whilst the **Median Pay Gap** has also decreased to **4.78%** in **2022** (from 17.28% in 2021).

WRAP has a majority female population, which at the time of reporting was made up of 66% women and 34% men. The pay gap now illustrates that on average (median) men are paid **4.8%** higher than women within WRAP, **compared to 17.3% this time last year.**

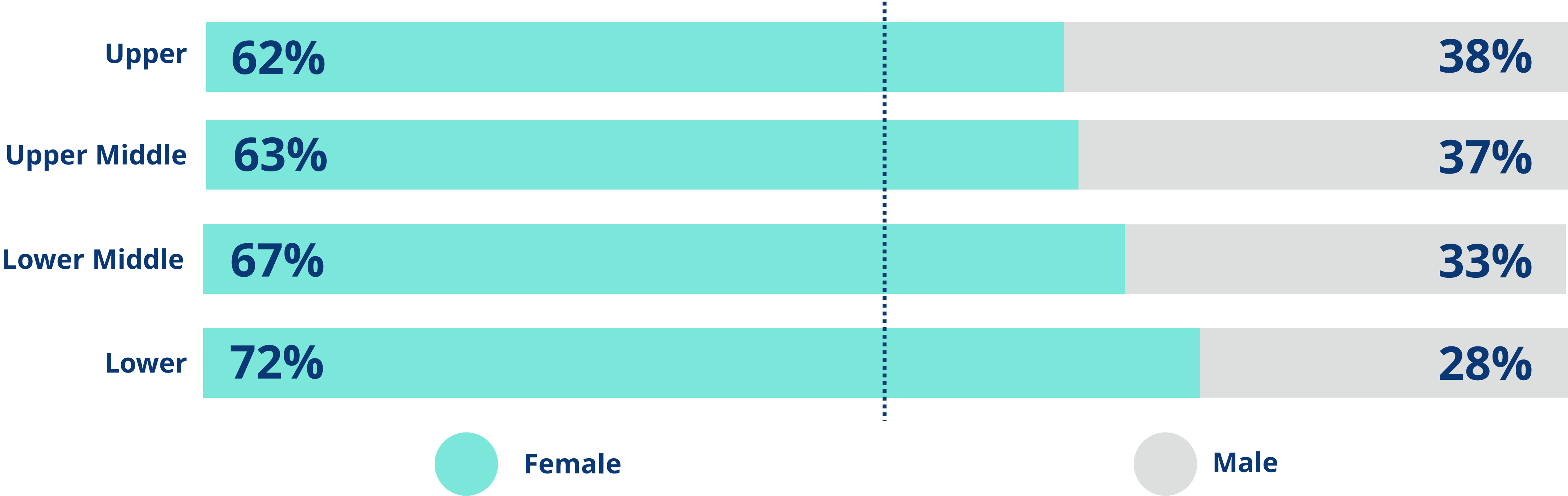
At the time of reporting, WRAP had a median gender pay gap 10.6% lower than the UK average.



# 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 increased from 54% to 62% and the percentage of females in the lower quartile has reduced from 77% to 72%. This year's data also shows the percentage of male employees in the lower quartile increased from 23% to 28% and in the upper quartile, the percentage of males reduced from 46% to 38%.

# Bonus Payments



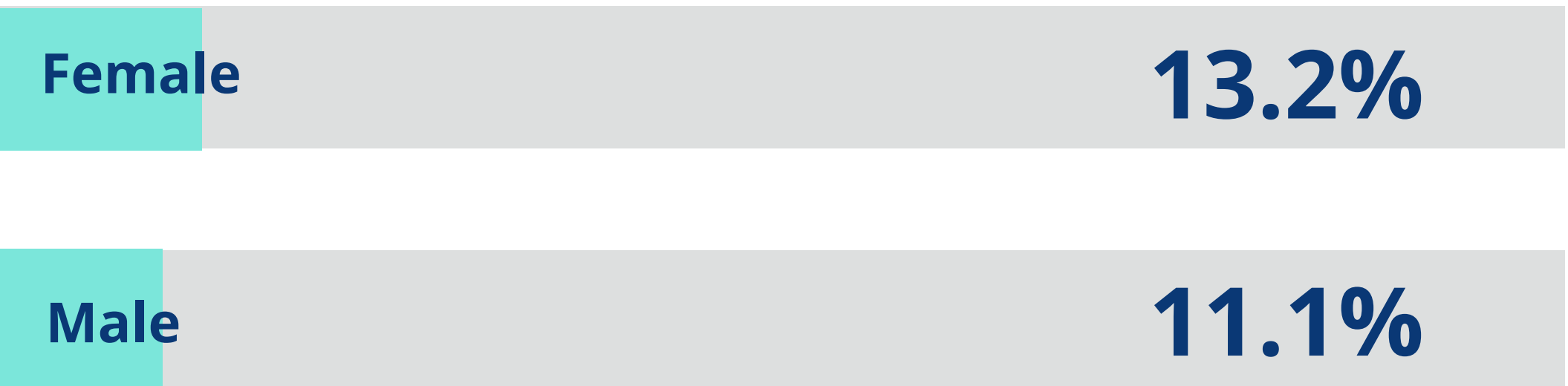
Bonus payments include bonuses, commission, and profit share schemes.

In 2022, 97.3% of women received a one-off payment within the reference period, compared with 94.8% of males, but the mean and median of the amount received was equal. This was because the additional payments related to the one-off payments awarded to all employees in recognition of the increasing cost of living.

### % Receiving 2022 Bonus Pay



### % Receiving 2021 Bonus Pay





# Closing the gap



The steps we have been taking already to reduce our gender pay gap are clearly succeeding.

Examples of specific activities include tools to review the gender bias of our recruitment adverts to ensure they are as gender neutral as possible, and we now include a statement around considering flexible working options as standard in all adverts.

Our recruiting managers are also trained in unconscious bias and inclusive recruitment.

A new reward framework, with a transparent pay structure and policies, has played a fundamental role in reducing our gender pay gap.

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

- Monitor the proportion of women/men applying for positions, looking for gender imbalances at various levels
- Measure what proportion of women/men are applying for positions, making it through to any assessment stage or shortlist, being selected and accepting roles.
- Consider using positive action, particularly when recruiting roles within the lower quartile.
- Continue to review equal pay with our salary review and salary benchmarking
- Continue with our family-friendly policies to support individuals who wish to blend family or caring responsibilities with work.