

Gender Pay Gap Report 2021/22

W. L. Gore & Associates (UK) Limited
(Snapshot at 5th April 2022)

8 March 2023

Our Enterprise consistently upholds our vision that each and every Associate is entrusted and empowered to grow their contributions and achieve their true and best potential. This vision and belief has been maintained for the last 65 years and we intend to preserve this for our future. We will work diligently to address any concerns and remain committed to our aspiration of an engaging work environment for all Associates.

UK Government's legislation requires businesses with more than 250 employees to publish data on their gender pay gap. This is intended to provide greater transparency, to encourage dialogue regarding gender pay and also help companies to make progress to bridge any pay gap should that exist.

What is the gender pay gap?

The gender pay gap is a measure of the difference between the average earnings of men and women across the organisation regardless of their role. The gender pay gap is not the same as equal pay. Equal pay relates to men and women being paid equally for doing the same or equivalent work. Paying our Associates fairly and competitively relative to their roles, skills, experience and performance is core to our remuneration philosophy.

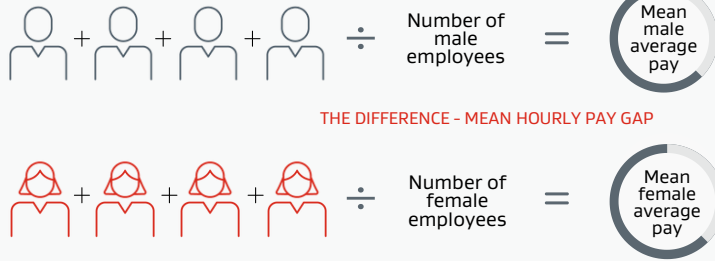
Together, improving life



How do we calculate the mean and median pay gap?

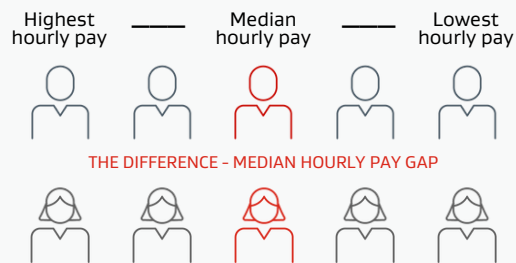
How we calculate the mean difference

The mean pay gap is the difference between the hourly pay of all male and female employees when added up separately and divided by the total number of the males and females in the workforce.



How we calculate the median difference

The median pay gap is the difference between the pay of the middle male and middle female, when all of the employees are listed from the highest to the lowest paid.



A positive pay gap means a company pays its male employees, on average, more than its female ones. A negative gap means its female employees are paid more than its male ones on average.

The data presented below has been prepared in accordance with the Equality Act 2010 (Gender Pay Gap Information) Regulations 2017. The figures are taken from Associates data correct as at 5 April 2022, we had 259 Associates in Gore UK at that time.

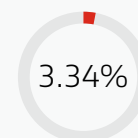
Gender Pay Gap

The mean gender pay gap is the difference in average hourly rates of pay that male and female Associates receive. The median shows the difference in the midpoints of the range.

Women's **mean hourly rate** is 3.34% less

Mean pay per hour for men: 21.40 Mean pay per hour for women: 20.69

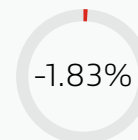
Difference in pay: 0.71



Women's **median hourly rate** is 1.83% more

Median pay per hour for men: 16.26 Mean pay per hour for women: 16.56

Difference in pay: -0.30



Bonus Pay Gap?

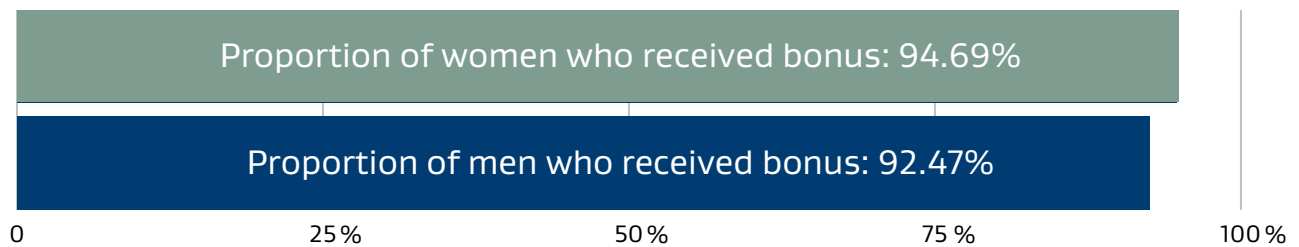
The mean bonus gap is the difference in average bonus pay that male and female Associates receive. The median shows the difference in the midpoints of the ranges of bonus pay received.

Bonus pay includes ASOP, cash variable pay and profit share.

Women's **mean bonus pay** is 7.13% less
Women's **median bonus pay** is 3.87% less

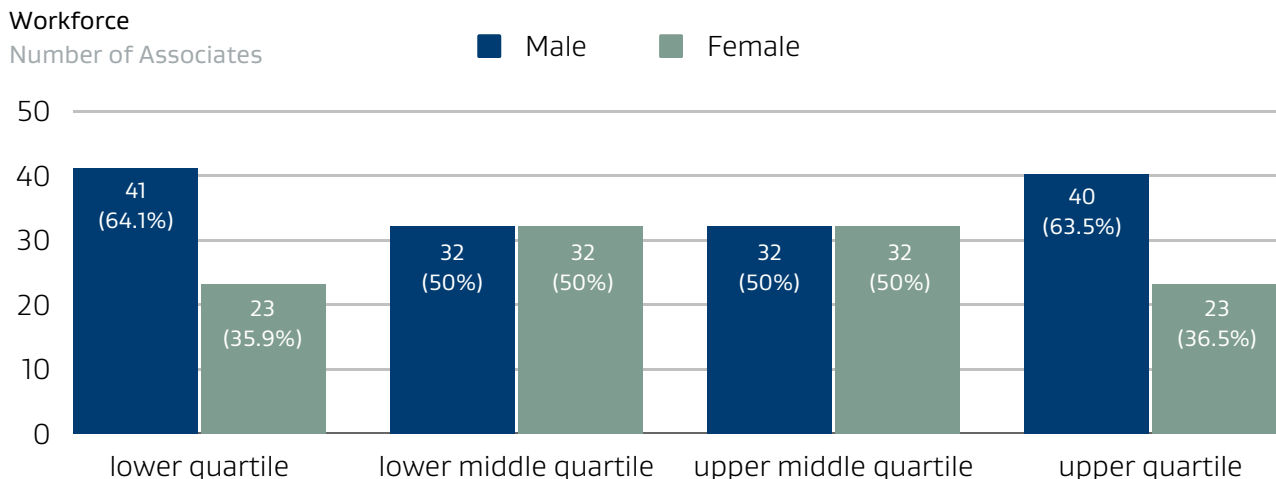
Proportion of Male and Female Associates receiving a Bonus

This is the percentage of men and women Associates who received bonus pay in the 12 months leading up to 5 April 2022.



Associates' Gender by Pay Quartiles?

This shows the number and percentage of male and female Associates in each of four quartile pay bands.



Whilst we are in no way complacent, we are pleased to note as a result of our strong values, integrity and fairness, that our Gender Pay Gap and Bonus Pay Gap figures compare very favourably to most other organisations in the manufacturing sector and those with a similar number of employees. We are significantly below the national mean gender pay gap of 13.9% and the national median pay gap of 14.9%. We also have seen an improvement in our figures since we last carried out this analysis in 2018 where our mean pay gap was 12.3% and the median pay gap was 17.9%

We recognise that every Associate has a part to play in contributing to the success of our Enterprise and we believe that all Associates are rewarded fairly for the performance of our business through profit share and employee shares scheme. We know that the difference in proportion of male vs female Associates receiving a bonus is based on length of service and not gender.

We also recognise that we have an opportunity to continue to make improvements. As indicated in the 'Gender Pay Quartiles' figures, there are currently more male Associates than female Associates in leadership roles and other roles that typically attract higher salaries. This is the key factor driving the pay gap that we see and our biggest challenge in addressing our gender and bonus pay gaps.

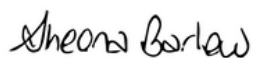
This information reinforces the need to proactively manage our female talent pipeline. We will therefore continue to focus on ensuring that Gore attracts, engages develops and retains female Associates in our Enterprise by investing in the following:

- Flexible working practices/Better Together Work Model
- Diversity Networks and training
- Diversity scans and role of the Equity Champion in our Contribution & Compensation process

We will also continue to scrutinise our recruiting processes to eliminate bias by providing training to our hiring champions and hiring teams, having diverse hiring panels and ensuring our job adverts are gender neutral and inclusive.

Gore is committed to providing equal employment and development opportunities for all Associates. Our cultural heritage and fundamental belief, that every Associate offers unique contributions and commitments to the future success of the Enterprise, remain unwavering.

I confirm that the information and data reported is accurate as of the snapshot date of 5 April 2022.



Sheona Barlow
Director