

# GENDER PAY GAP REPORT '23



**WGNSTAR**  
PERFORMANCE | DELIVERED

# Intro

Here at WGNSTAR, we are proud of our diverse workforce, our ethos of equality and inclusion, and we are committed to ensuring that all team members are rewarded and valued fairly, irrespective of their gender or diversity.

For the purpose of Gender Pay Gap reporting, the following report has been compiled using data collected and analysed in line with the requirements set out by “The Gender Pay Gap Information Act 2021”.

The snapshot date for this report is 25th June 2023 and includes information from the reporting period of 26th June 2022 to 25th June 2023.

On review of the data required for this report, we are pleased to be able to report that under a number of the headings required, WGNSTAR again maintained a 0% pay gap between our Female and Male employees.

**Mean hourly pay gap  
(part-time employees)**



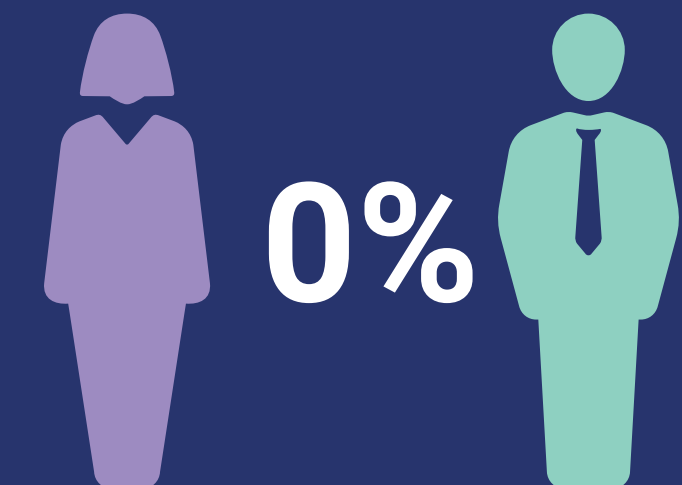
**Mean hourly pay gap  
(temporary employees)**



**Median hourly  
remuneration pay gap  
(all employees)**



**Median hourly  
remuneration pay gap  
(part-time employees)**



# Understanding the numbers

There can oftentimes be confusion on the differences between The Gender Pay Gap and Equal Pay for Equal Work, but they are very different.

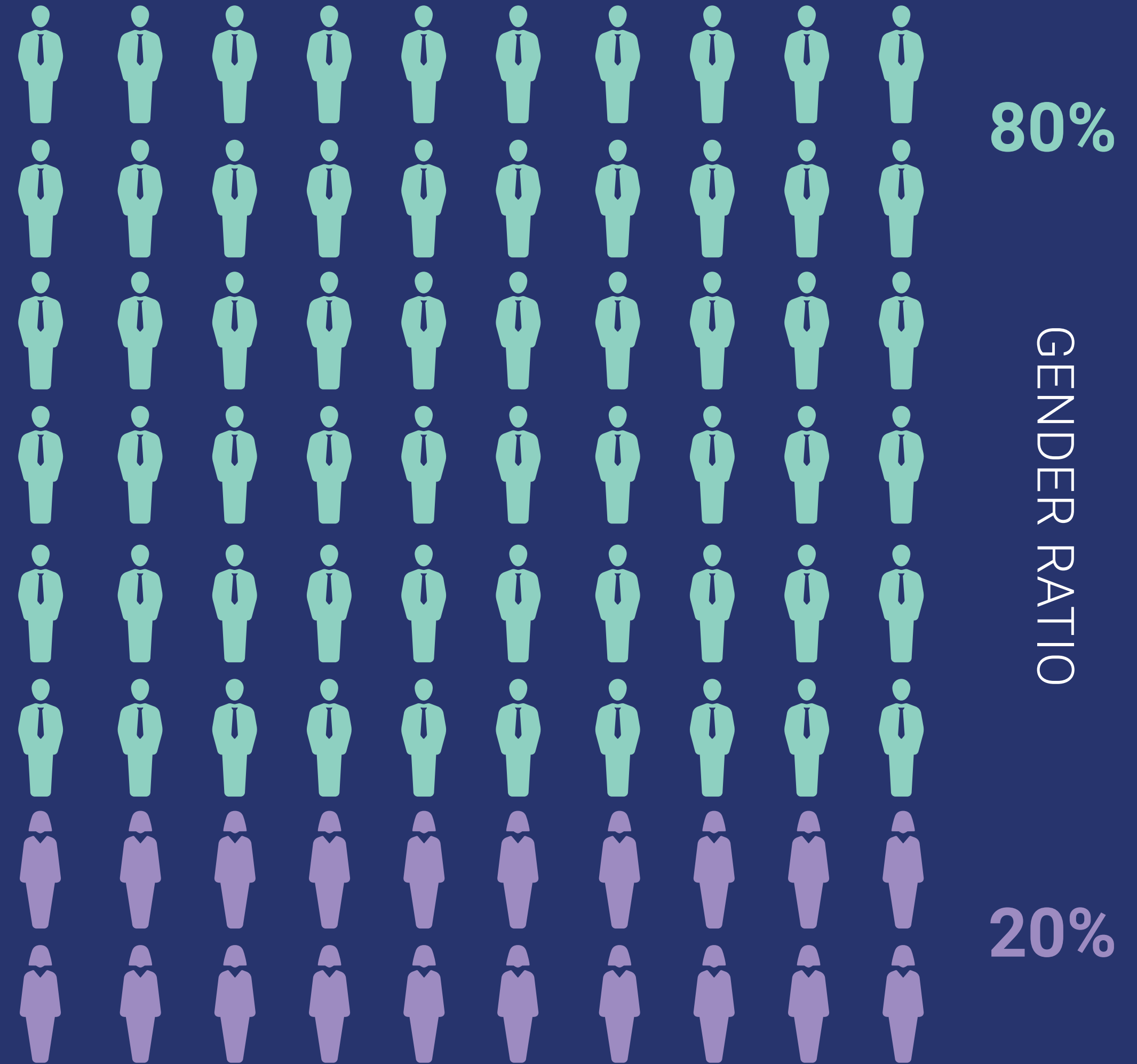
Gender Pay Gap Reports look at the difference between the average pay of all men and all women across the whole business, regardless of job type or seniority within the company.

Equal Pay for Equal Work looks at the pay difference between a man and women doing the same role.

Our snapshot reporting period contains a total of 447 employees - 91 Female team members, and 356 Male team members – which equates to 20% Female headcount, and 80% Male Headcount.

In 2022 WGNSTAR reported a gender percentage breakdown of 21% female headcount, and 79% male headcount. Showing a 1% reduction in female headcount on 25th June 2023.

Through organic diversity plans we have increased our female footprint in leadership roles by 8%. In the future with more diverse female leaders, we forecast to continue to increase our female diversity figures throughout the organisation.



# Hourly Pay Quartiles

Our hourly pay quartiles are in line with our Gender split in the company. For the purpose of reporting on our hourly pay rates, our male and female employees are divided into four quartile bands, based on their Hourly rate of Pay.

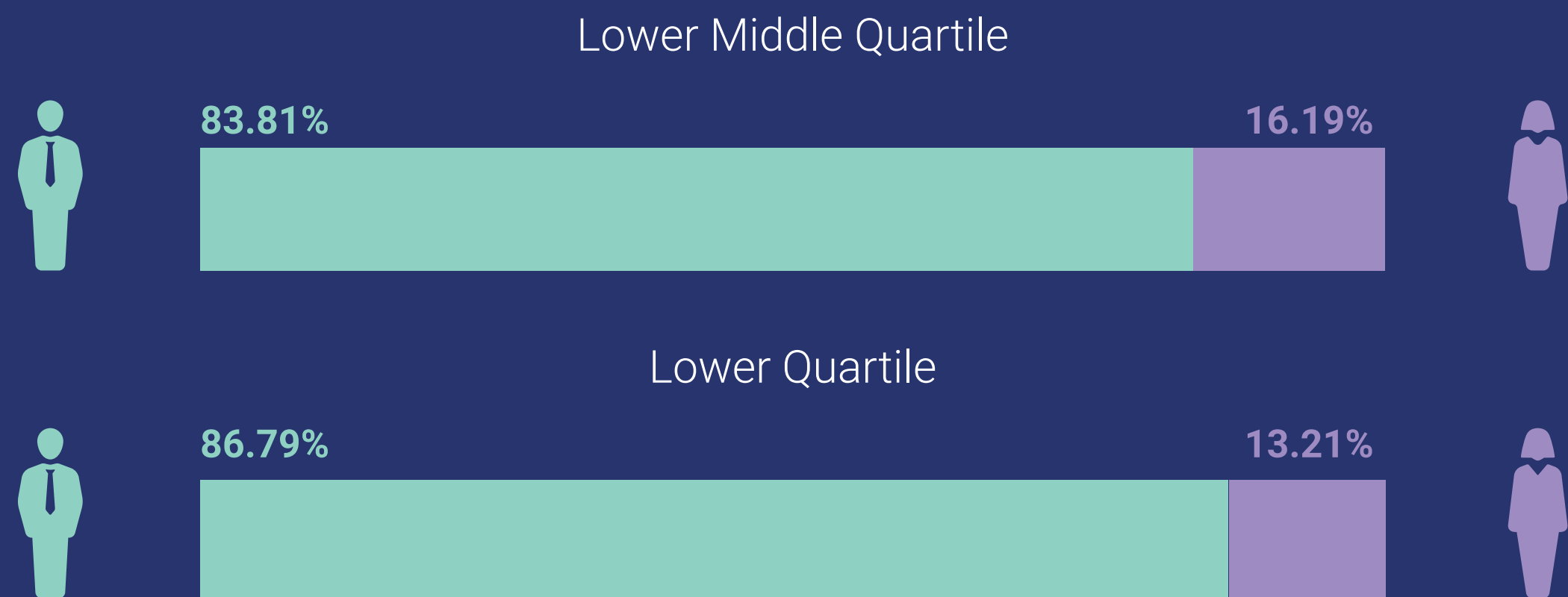
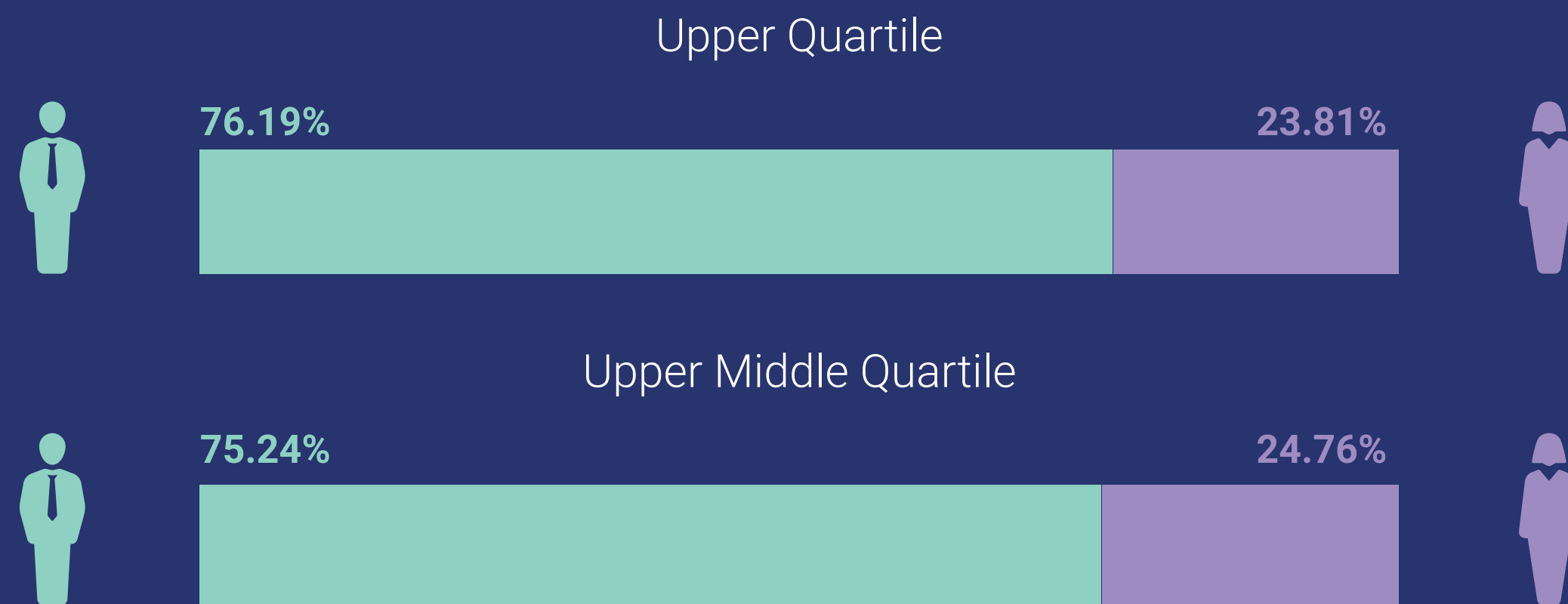
The visual illustrates a gender pay gap in each quartile. It is important to recognise that the data and metrics gathered as part of this exercise are indicative of our workforce which has been formed on the basis of equal opportunities employment, and all employees have been appointed based on their own merit, skills, experience and suitability for the position irrespective of gender or diversity.

Our Mean hourly Pay Gap sits at -118.69%, which shows a gap in favour of our female employees. In 2022 WGNSTAR reported a mean hourly pay gap of -56.98 which shows the mean doubling of figures in favour of our female employees.

WGNSTAR has consistently maintained clear salary ranges, all of which are specific to role titles on appointment, and thereafter, incrementally based on a fair and consistent performance review process. In doing so we ensure that everyone is paid fairly for undertaking the same role and rewarded for their performance throughout their employment.

WGNSTAR is based within the semi-conductor industry, which has historically been a male dominated industry, with very specific skilled based engineering functions. Therefore, female to male employment ratios and remuneration is reflective of this, so the potential for significant differences should be considered.

On the date relating to when our data was live, our gender percentage of Male vs Female was at 80% Male, and 20% Female team members, and quartiles distributed as shown.



# Calculating our Report Data

The Mean % shows the difference between the average pay of all Women and Men.

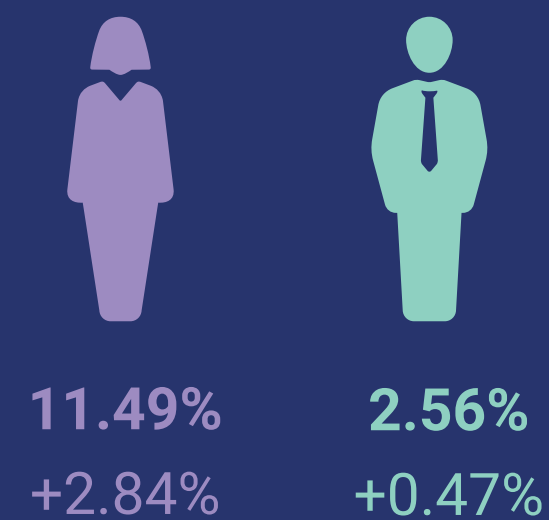
The Median % shows the difference in the rate of pay between our 'middle' woman, and our 'middle' man.

Mean hourly pay gap (all employees)	-118.69%
Median hourly remuneration pay gap (all employees)	0%
Mean bonus remuneration pay gap	80.17%
Median bonus remuneration pay gap	72.22%

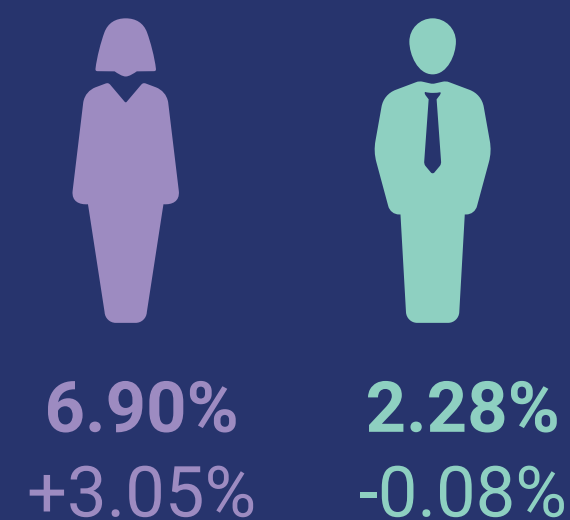
Overall, we can see that there is a gender pay gap present, however, we have identified and are aware of why this is the case.

Our senior teams currently have proportionally more men than women, therefore there are more males included in our higher pay quartiles.

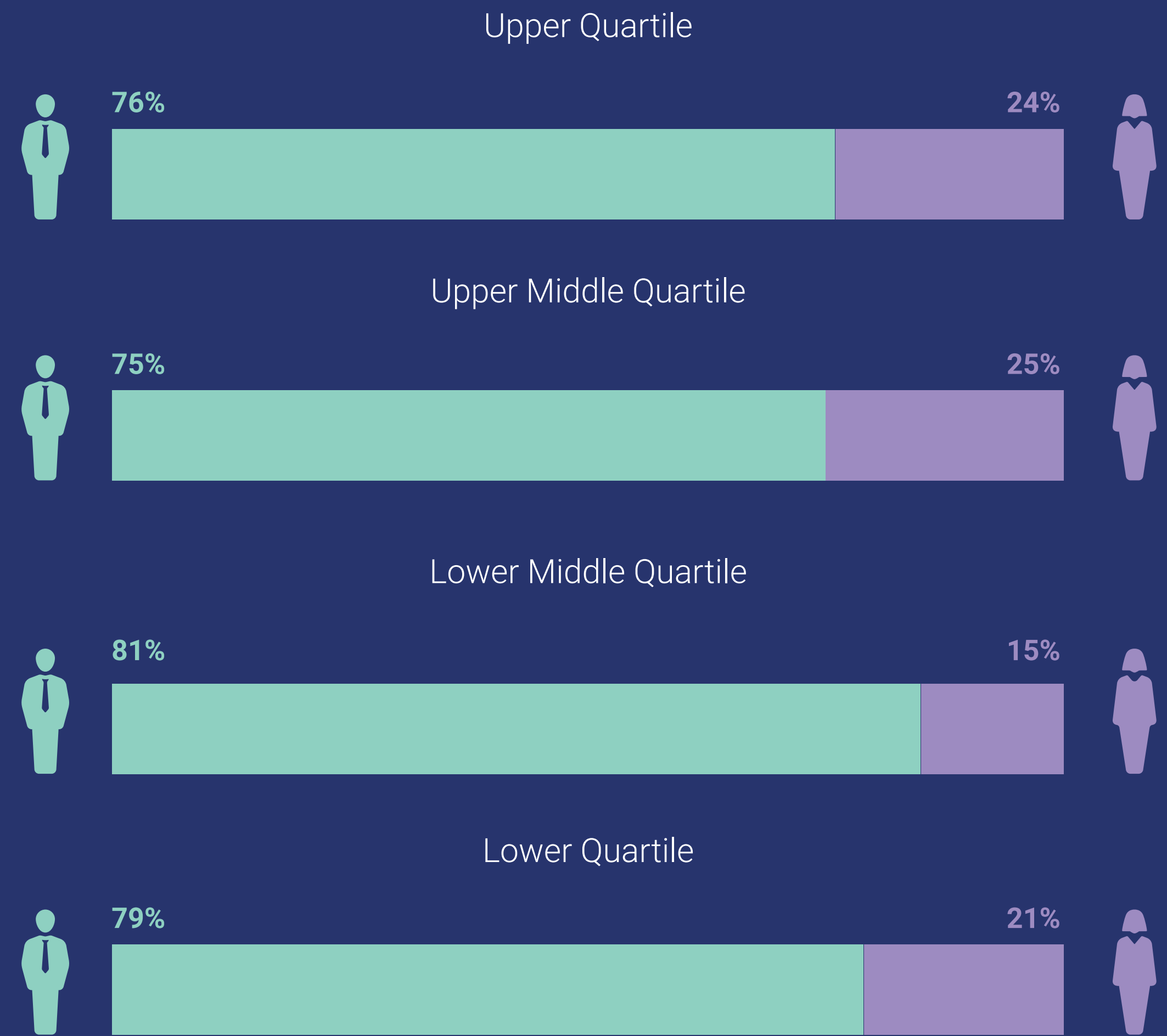
### Percentage who received benefits in kind



### Percentage who received paid bonuses



## GENDER % PER QUARTILE



## Final word

As the industry in which we are based, is predominantly and historically a male dominated workforce, our team qualifications and skills has developed with our most suitable and experienced employees being selected from the industry talent pool. We have inevitably resulted in a majority male team. We know that this imbalance is the key contributor.

Since 2022 we have increased the number of females in management positions, but we do have way to go to ensure this is built upon in future years.

Having considered the output of data on completing this report, we have clearly identified areas for improvement. WGNSTAR supports any, and all efforts to encourage more females to receive education and experience in engineering disciplines and this would clearly allow us the opportunity to improve our metrics.

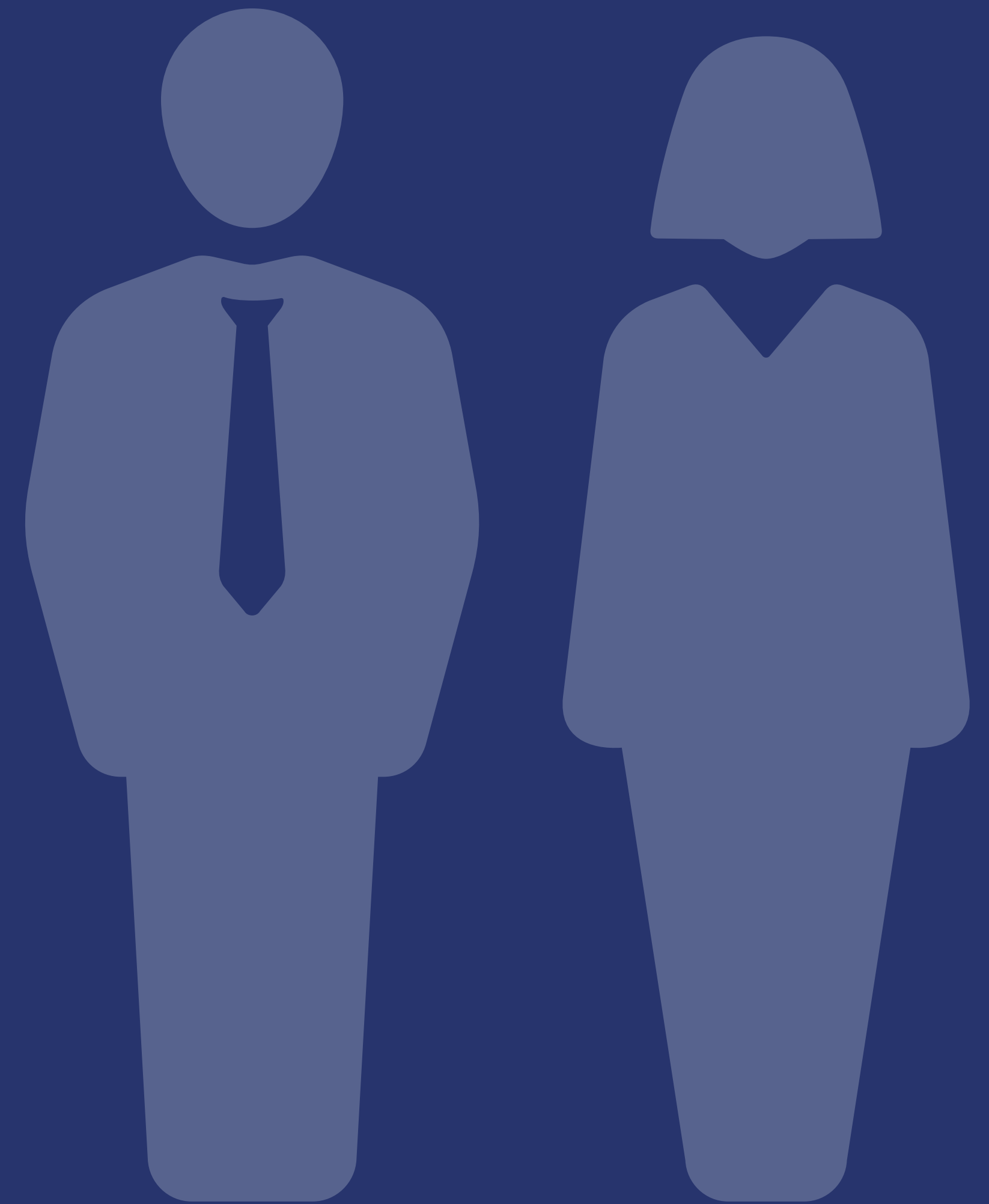
As part of our internal hiring process, we are committed to our Equal Opportunity ethos and will continue to encourage suitable candidates to apply with stronger female representation where possible.

Please note WGNSTAR reported 2022 gender pay gap under the trading name Westerwood Global, as of 31st July 2023 Westerwood Global is now trading as WGNSTAR due to a global expansion within the company.

I confirm that the information provided in this report has been compiled in line with the requirements as set out in The Gender Pay Gap Information Act 2021, in its entirety.

David Byrne  
Chief People Officer

# GENDER PAY GAP REPORT'22



# Intro

Here at WGNSTAR, we are proud of our diverse workforce, our ethos of equality and inclusion, and we are committed to ensuring that all team members are rewarded and valued fairly, irrespective of their gender or diversity.

For the purpose of Gender Pay Gap reporting, the following report has been compiled using data collected and analysed in line with the requirements set out by “The Gender Pay Gap Information Act 2021”.

The snapshot date for this report is 25th June 2022 and includes information from the reporting period of 26th June 2021 to 25th June 2022.

On review of the data required for this report, we are pleased to be able to report that under a number of the headings required, WGNSTAR maintained a 0% pay gap between our Female and Male employees.

**Mean hourly pay gap  
(part-time employees)**



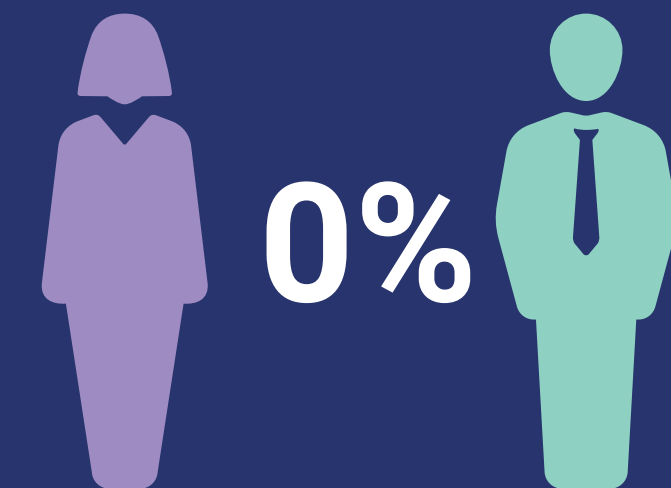
**Mean hourly pay gap  
(temporary employees)**



**Median hourly remuneration pay gap  
(all employees)**



**Median hourly remuneration pay gap  
(part-time employees)**





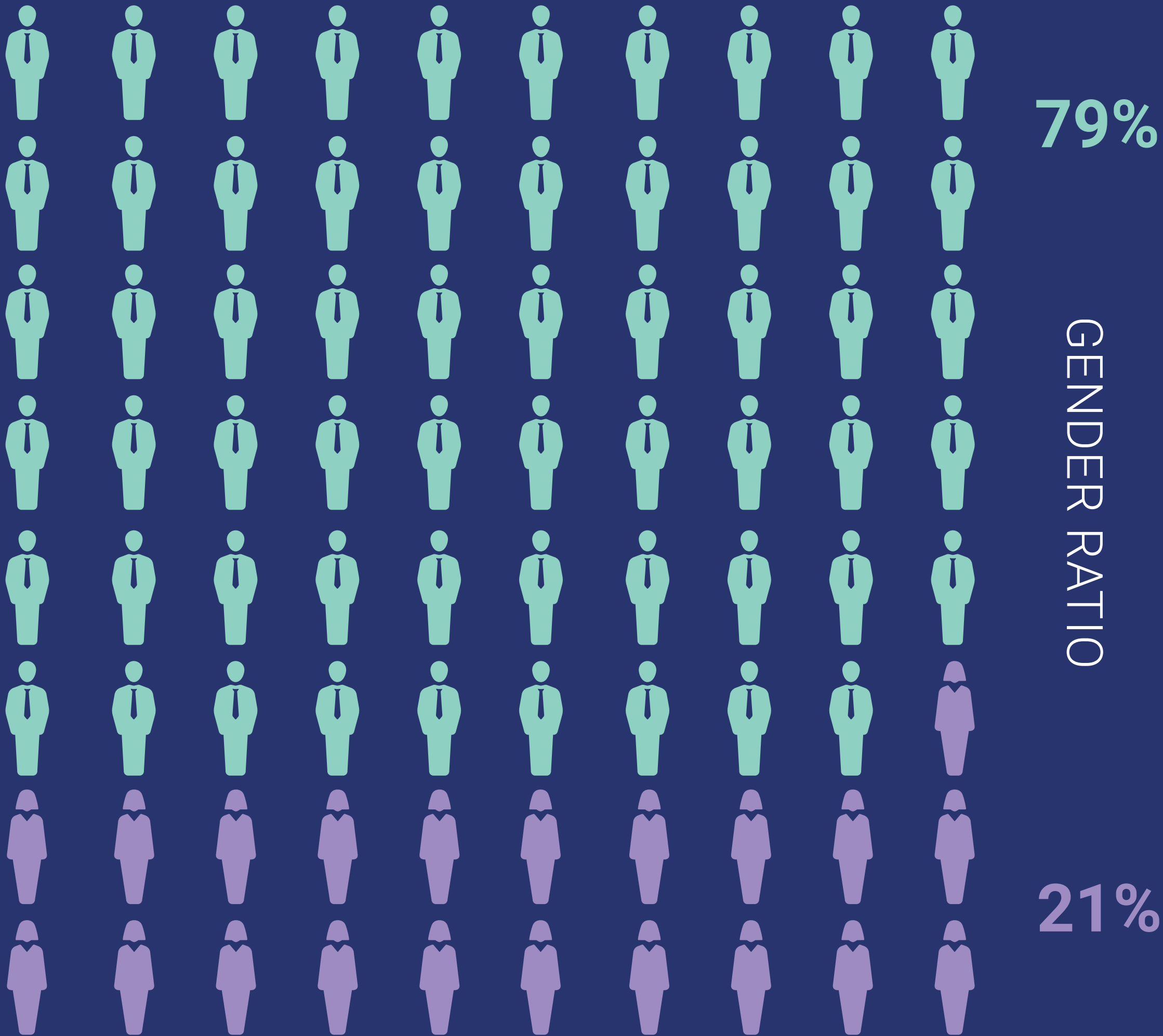
# Understanding the numbers

There can oftentimes be confusion on the differences between The Gender Pay Gap and Equal Pay for Equal Work, but they are very different.

Gender Pay Gap Reports look at the difference between the average pay of all men and all women across the whole business, regardless of job type or seniority within the company.

Equal Pay for Equal Work looks at the pay difference between a man and women doing the same role.

Our snapshot reporting period contains a total of 496 employees - 106 Female team members, and 390 Male team members – which equates to 21% Female headcount, and 79% Male Headcount.



# Hourly Pay Quartiles

Our hourly pay quartiles are very much in line with our Gender split in the company.

For the purpose of reporting on our hourly pay rates, our male and female employees are divided into four quartile bands, based on their Hourly rate of Pay.

On first glance, the visual below illustrates a gender pay gap in each quartile.

On further inspection of this information, it is important to recognise that the data and metrics gathered as part of this exercise are indicative of our workforce which has been formed on the basis of equal opportunities employment, and all employees have been appointed based on their own merit, skills, experience and suitability for the position irrespective of gender or diversity.

It should also be noted that our Mean hourly Pay Gap sits at -56.98%, which shows a gap in favour of our female employees.

Westerwood Global maintains clear salary ranges, all of which are specific to role titles on appointment, and

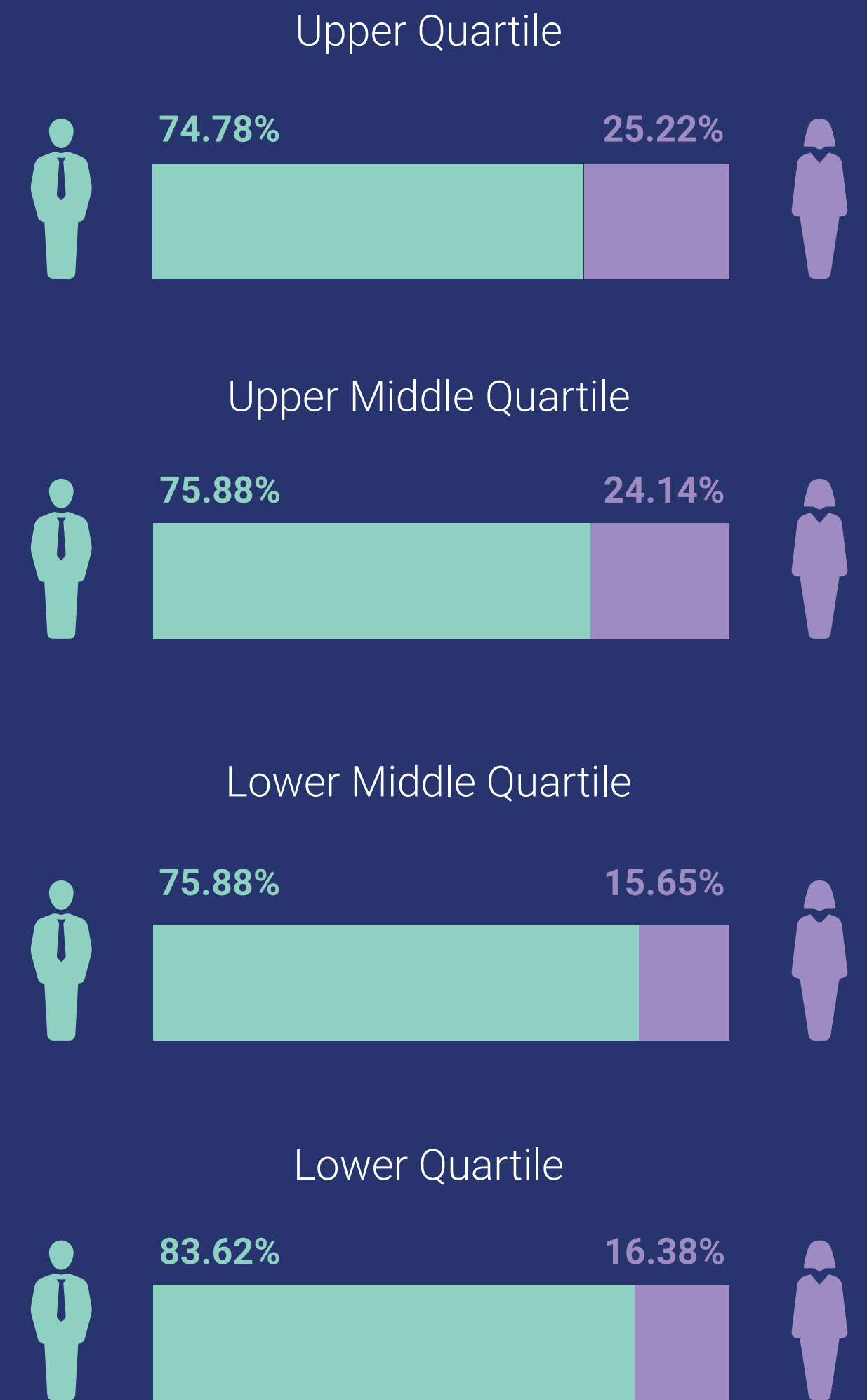
thereafter, incrementally based on a fair and consistent performance review process.

This ensures that everyone is paid fairly for undertaking the same role and rewarded for their performance throughout their employment.

The gender pay gap looks at the distribution of men and women across all job levels of the organisation, and how this translates into the average salary and bonus payments made as a result.

As we are based within the semi-conductor industry, which has historically been a male dominated industry, with very specific skilled based engineering functions. Therefore, female to male employment ratios and remuneration is reflective of this, so the potential for significant differences should be considered.

On the date relating to when our data was live, our gender percentage of Male vs Female was at 79% Male, and 21% Female team members, and quartiles distributed as shown;



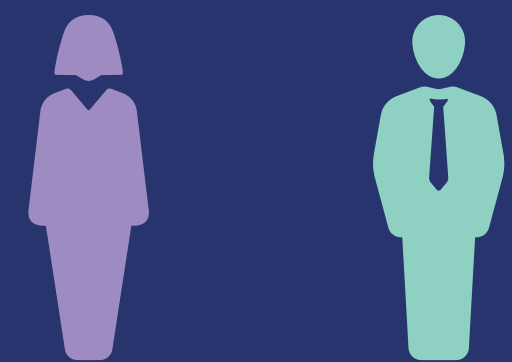
# Calculating our Report Data

The Mean % shows the difference between the average pay of all Women and Men.

The Median % shows the difference in the rate of pay between our 'middle' woman, and our 'middle' man.

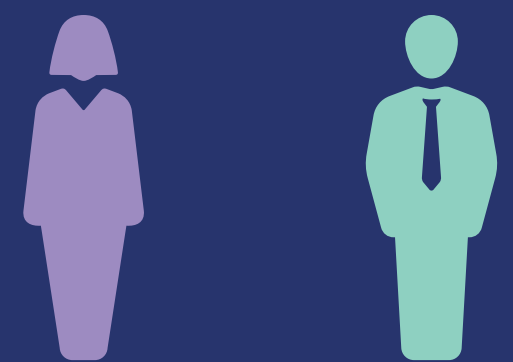
Mean hourly pay gap (all employees)	-56.98%
Median hourly remuneration pay gap (all employees)	0%
Mean bonus remuneration pay gap	87.78%
Median bonus remuneration pay gap	94%

Percentage who received benefits in kind



8.65% 2.09%

Percentage who received paid bonuses



3.85% 2.36%

Overall, we can see that there is a gender pay gap present, however, we have identified and are aware of why this is the case. Our senior teams currently have proportionally more men than women, therefore there are more males included in our higher pay quartiles.

As the industry in which we are based, is predominantly and historically a male dominated workforce, our team qualifications and skills has developed with our most suitable and experienced employees being selected from the industry talent pool. We have inevitably resulted in a majority male team. We know that this imbalance is the key contributor.

Having considered the output of data on completing this report, we have clearly identified areas for improvement.

WGNSTAR supports any, and all efforts to encourage more females to receive education and experience in engineering disciplines and this would clearly allow us the opportunity to improve our metrics.

As part of our internal hiring process, we are committed to our Equal Opportunity ethos and will continue to encourage suitable candidates to apply with stronger female representation where possible.

I confirm that the information provided in this report has been compiled in line with the requirements as set out in The Gender Pay Gap Information Act 2021, in its entirety.

David Byrne  
Global HR Director

## GENDER % PER QUARTILE

