



Wipac Technology Ltd
London Road
Buckingham • MK18 1BH

Tel: +44 (0)1280 822 800
info@wipac.com
www.wipac.com

Gender Pay 2023 Reporting Year

Percentage of men and women in each hourly pay quarter	Men	Women
Upper hourly pay quarter	85.5%	14.5%
Upper middle hourly pay quarter	77.7%	22.3%
Lower middle hourly pay quarter	69.7%	30.3%
Lower hourly pay quarter	69.7%	30.3%
Mean gender pay gap using hourly pay		17.6%
Median gender pay gap using hourly pay		17.4%
Percentage of men and women who received bonus pay		
Percentage of men and women who received bonus pay	0%	0%
Mean gender pay gap using bonus pay	Not Applicable	
Median gender pay gap using bonus pay	Not Applicable	
Number of employees used to establish headcount for gender pay gap reporting, on the snapshot date		250 to 499



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Supporting Narrative

Wipac Technology Ltd is a Manufacturing Company which designs and manufactures exterior lighting products for the world's premium car makers.

Gender pay is the difference between the gross hourly rate for both men and women across a Company.

Equal pay is different to the gender pay gap. Equal pay is men and women being paid the same for like work. A gender pay gap does not mean that a Company has an equal pay issue as in Wipac's case it indicates there is an unequal distribution of women throughout the business.

The national average gender pay gap in April 2023 is 7.7% (Office of National Statistics 2023) Our Gender pay gap is higher than the national average. The proportion of male to employees is 76%: 24%. This is not unusual in the manufacturing/engineering sector.

We are committed to ensuring that there is no difference in pay rates for those carrying out the same job role. We know that our gender pay gap is not a pay issue but is down to a lack of female representation in certain roles. Throughout our Manufacturing and Logistics departments all operators are paid using a grading scheme that rewards employees with a higher skill set irrespective of gender.

Our mean pay gap for 2023 is 17.6% and represents a decrease of over 3 percentage points since 2022.

Wipac Technology Ltd remains committed to the principle of equal opportunities and the treatment of all employees regardless of sex, race, religion or belief, age, marital, civil partnership status, sexual orientation, gender reassignment or disability. We are committed to paying employees equally for the same or equivalent work regardless of gender or any other characteristic set out above.

We will continue to regularly review our job roles and remuneration to ensure a fair structure.

We will try to attract more women for example by reaching out to a more gender diverse audience and will continue to promote our Company to schools, colleges, and universities to encourage more women to join as Graduates and Apprentices.