



GENDER PAY GAP

2024-2025

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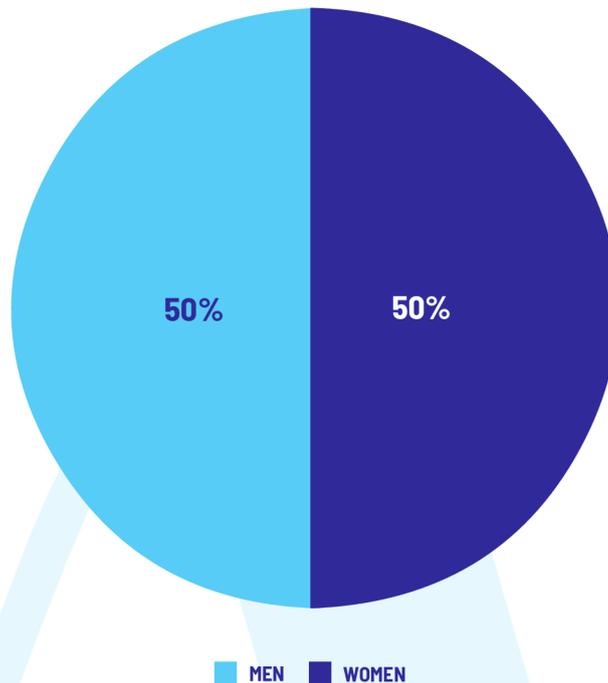
The gender pay gap is a critical issue that refers to the difference in median earnings between men and women. It's a measure of inequality and disparity, and it's crucial for enterprises like The Wise Group to understand and address it. The importance of this lies in the fact that it highlights any systematic biases and discrimination in the workplace, and tackling it is crucial for ensuring equality, fairness, and justice.

The information provided below explores the gender pay gap in The Wise Group for the financial year 2024/25. It is encouraging to note that in terms of hourly pay, women in The Wise Group earn the same as men - £1 for every £1 that men earn. This means that the gender pay gap in terms of median hourly pay is 0%, indicating no disparity in pay based on gender.

Furthermore, the distribution of women in various pay quartiles is also detailed. Women represent 66.07% of the highest paid jobs and 66.30% of the lowest paid jobs in the enterprise, suggesting a significant female presence at both ends of the pay scale. The data also breaks down the gender split in the upper, upper-middle, lower-middle, and lower pay quartiles, providing a comprehensive view of gender representation across different pay levels within The Wise Group.

HOURLY PAY GAP

In The Wise group, women earn £1 for every £1 that men earn when comparing median hourly pay. Their median hourly pay is 0% lower than men's.

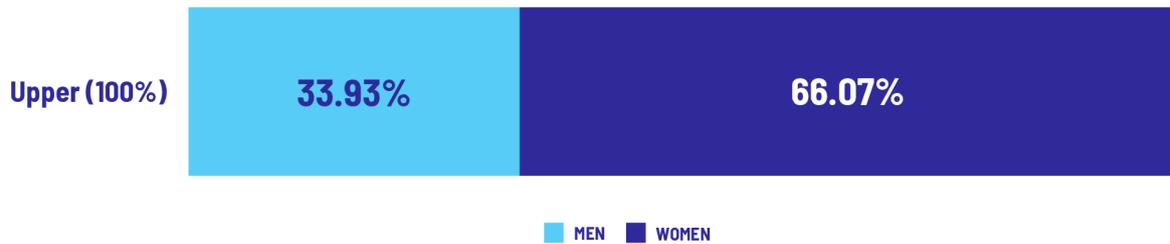


THE PERCENTAGE OF WOMEN IN EACH PAY QUARTER

In The Wise Group, women occupy 66.07% of the highest paid jobs and 66.30% of the lowest paid jobs.

UPPER HOURLY PAY QUARTER (HIGHEST PAID)

66.07% of the upper hourly pay quarter (highest paid) are women and 33.93% of the upper hourly pay quarter (highest paid) are men.



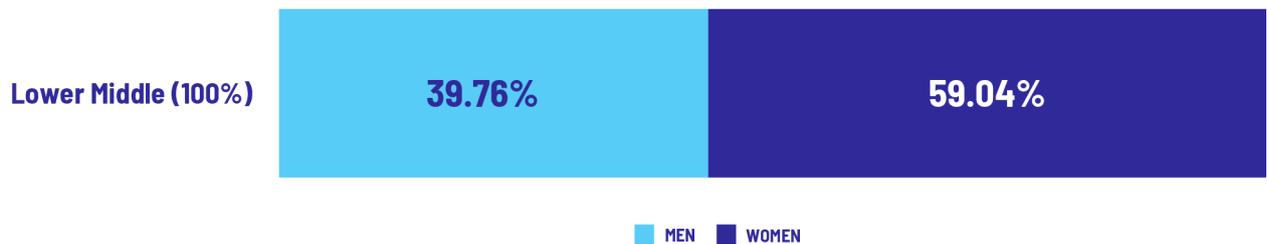
UPPER MIDDLE HOURLY PAY QUARTER

60.58% of the upper middle hourly pay quarter are women and 39.42% of the upper middle hourly pay quarter are men.



LOWER MIDDLE HOURLY PAY QUARTER

59.04% of the lower middle hourly pay quarter are women and 39.76% of the lower middle hourly pay quarter are men.



LOWER HOURLY PAY QUARTER (LOWEST PAID)

66.30% of the lower hourly pay quarter (lowest paid) are women and 33.70% of the lower hourly pay quarter (lowest paid) are men.



