



WeightWatchers

# Gender Pay Gap Report 2024

**WW GBR Limited**

*Snapshot date April 5, 2024*

# Overview

## 01

### Snapshot Date

- The data analysed in this report is based on a specific snapshot date, as set by the government, therefore all figures within this report referencing current snapshots are reflective as of **5th April 2024.**

## 02

### Our Employees

- As of this date, we had 278 employees, 256 female employees and 22 male employees
- We continue to have a strong female employee demographic at 98%.

## 03

### Our Demographic

- The strong female demographic remains particularly in the Coach population which continues to dilute the female leadership representation when averaging earnings to hourly rates of pay.

## 04

### YoY Headcount Reduction

- 33.2% reduction in overall headcount
- 57.7% reduction in male employees
- 29.9% reduction in female employees

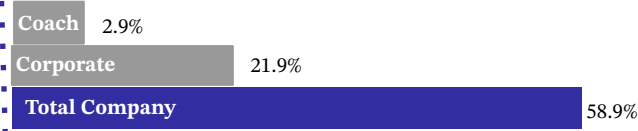
# Gender Pay Gap VS Equal Pay

The gender pay gap is the difference in average pay for men and women across an organisation.

**This is different to equal pay**, which is a direct comparison of men and women being paid the same when doing the same or similar work.

# Our numbers

## 2024 Mean Gender pay gap Breakdown



Our mean Gender Pay Gap and Gender Bonus Gap numbers have increased year on year however the **median pay and bonus gaps have decreased.**



### Mean gender pay gap

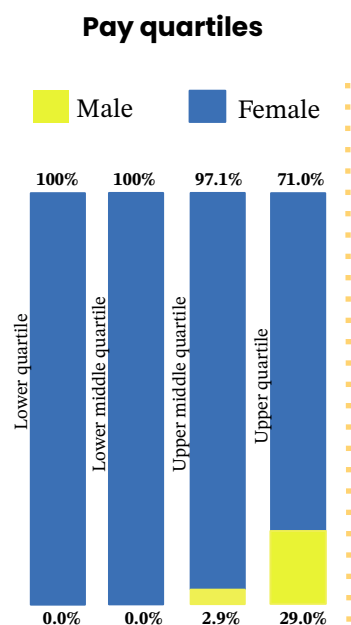
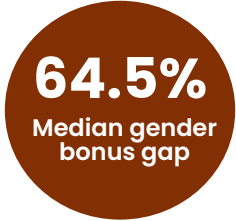
The difference between the hourly pay of all male and female employees when added up separately and divided by the total number of the males and females in the workforce.

### Median gender pay gap

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.

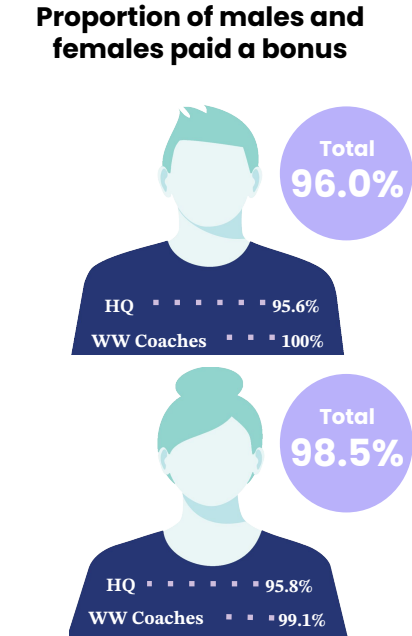
### Mean and median bonus gap

The median and mean calculations are also applied to the bonus sums awarded to our employees over the twelve-months prior to the snapshot period.



### Quartile pay bands

The percentage of males and females in four notional, equal-sized pay quartiles (lower, lower middle, upper middle, upper).



### Bonus proportions

The percentage of male and female employees awarded a bonus. At WW, our bonus, recognition and reward approach is tailored to specific roles, but the government reporting structure requires all bonuses across the business to be compared into one average figure.

At WW, we are committed to being an organisation where all employees thrive and are supported to progress their careers, regardless of gender.

This report covers employees of WW GBR Limited, and I confirm that the information contained herein is accurate and meets the requirements of the Equality Act 2010 (Gender Pay Gap Information) Regulations 2017.



**Tiffany Stevenson**  
**Chief People Officer**