



WeightWatchers

WW GBR Limited

Gender Pay Gap Report 2022

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Snapshot date April, 5, 2022

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Disclosure from Josie Mortimer Senior People Director

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

As Senior People Director at WW GBR Limited, I, Josie Mortimer, confirm that the information contained herein is accurate and meets the requirements of the Equality Act 2010 (Gender Pay Gap Information) Regulations 2017.

- ▶ 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 2022**. As of this date, we had 433 employees, **374 female** employees and **59 male** employees, so we continue to have a strong female employee demographic.
- ▶ We had 18 Director level or above roles included in the data. 13 were female including the General Manager at the time and only 5 of which were male. The strong female demographic throughout particularly the Coach population dilutes the strong female leadership representation when averaging earnings to hourly rates of pay.
- ▶ Last year's report was also exceptional due to the government instruction on reporting furloughed 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

2022 Mean Gender pay gap Breakdown



Our overall Total Company gender pay gap numbers have increased year on year however when we **break the mean down to Coach and Corporate** populations **they are both negative**, as above. This means on average, females gross hourly earnings are higher than those of males when we compare like for like populations individually.



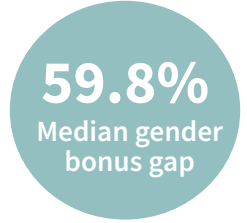
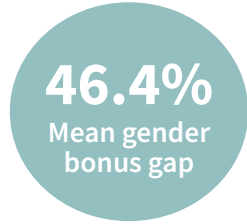
Mean gender pay gap

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

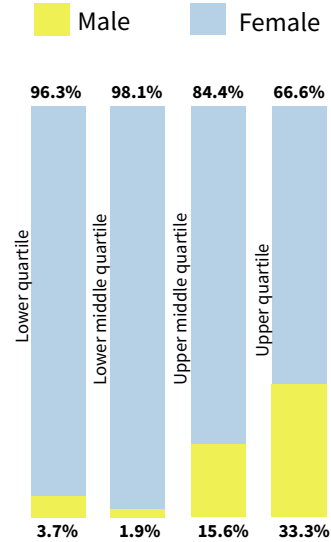
The difference between the pay of the middle male and middle female, when all of the employees are listed from the highest to the lowest paid.



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.

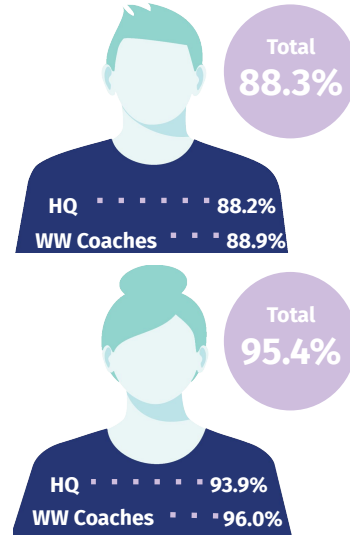
Pay quartiles



Quartile pay bands

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

Proportion of males and females paid a bonus



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.