

Gender Pay Gap Report 2023/24

W. L. Gore & Associates (UK) Limited
(Snapshot at 5th April 2024)

12 March 2025

Our Enterprise consistently upholds our vision that each and every Associate is entrusted and empowered to grow their contributions and achieve their true and best potential. This vision and belief has been maintained for the last 65 years and we intend to preserve this for our future. We will work diligently to address any concerns and remain committed to our aspiration of an engaging work environment for all Associates.

UK Government's legislation requires businesses with more than 250 employees to publish data on their gender pay gap. This is intended to provide greater transparency, to encourage dialogue regarding gender pay and also help companies to make progress to bridge any pay gap should that exist.

What is the gender pay gap?

The gender pay gap is a measure of the difference between the average earnings of men and women across the organisation regardless of their role. The gender pay gap is not the same as equal pay. Equal pay relates to men and women being paid equally for doing the same or equivalent work. Paying our Associates fairly and competitively relative to their roles, skills, experience and performance is core to our compensation philosophy.

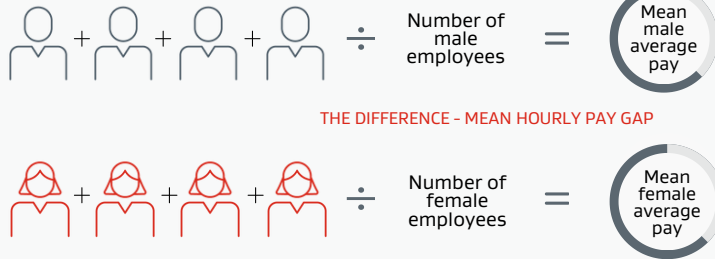
Together, improving life



How do we calculate the mean and median pay gap?

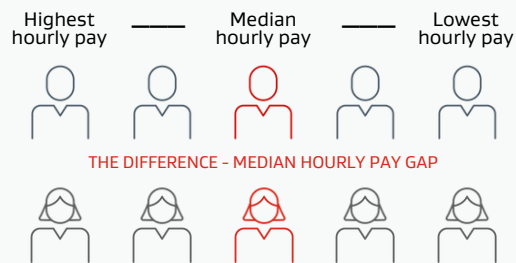
How we calculate the mean difference

The mean pay gap is 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.



How we calculate the median difference

The median pay gap is 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.



A positive pay gap means a company pays its male employees, on average, more than its female ones. A negative gap means its female employees are paid more than its male ones on average.

The data presented below has been prepared in accordance with the Equality Act 2010 (Gender Pay Gap Information) Regulations 2017. The figures are taken from Associates data correct as at 5 April 2024; we had 257 Associates in Gore UK at that time.

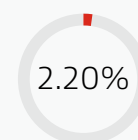
Gender Pay Gap

The mean gender pay gap is the difference in average hourly rates of pay that male and female Associates receive. The median shows the difference in the midpoints of the range.

Women's **mean hourly rate** is 2.20% less

Mean pay per hour for men: 23.54 Mean pay per hour for women: 23.02

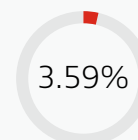
Difference in pay: 0.52



Women's **median hourly rate** is 3.59% less

Median pay per hour for men: 19.56 Mean pay per hour for women: 18.85

Difference in pay: 0.70



Bonus Pay Gap

The mean bonus gap is the difference in average bonus pay that male and female Associates receive. The median shows the difference in the midpoints of the ranges of bonus pay received.

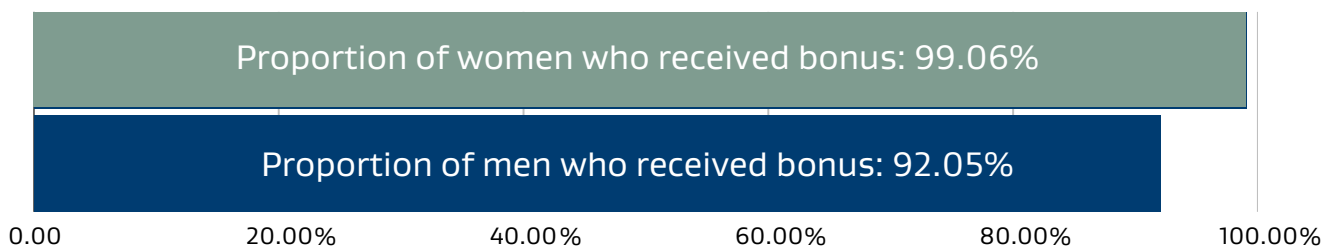
Bonus pay includes ASOP, cash variable pay and profit share.

Women's **mean bonus pay** is 2.13% less

Women's **median bonus pay** is 12.27% less

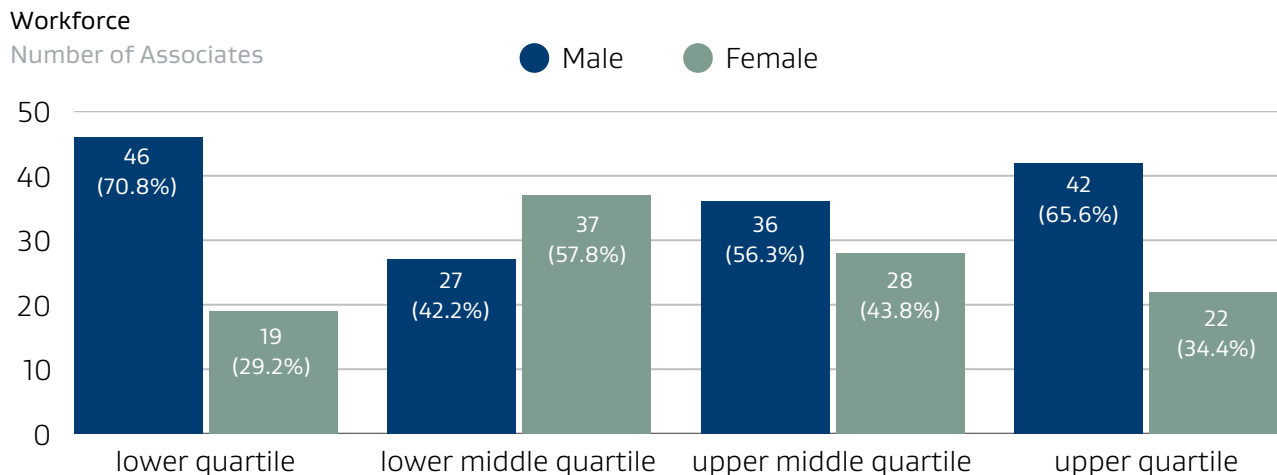
Proportion of Male and Female Associates receiving a Bonus

This is the percentage of men and women Associates who received bonus pay in the 12 months leading up to 5 April 2024.



Associates' Gender by Pay Quartiles

This shows the number and percentage of male and female Associates in each of four quartile pay bands.



Whilst we are in no way complacent, we are pleased to note that our Gender Pay Gap and Bonus Pay Gap figures compare very favourably to most other organisations in the manufacturing sector and those with a similar number of employees, and that we are significantly below the national mean gender pay gap of 13.8% and the national median pay gap of 13.1%.

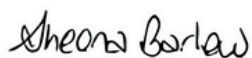
We recognise that every Associate has a part to play in contributing to the success of our Enterprise and we believe that all Associates are rewarded fairly for the performance of our business through profit share and employee shares scheme. We are pleased to see this being reflected positively in the proportion of women who received a bonus.

We recognise that we have an opportunity to continue to make improvements. As indicated in the 'Gender Pay Quartiles' figures, there are currently more male Associates than female Associates in leadership roles and other roles that typically attract higher salaries. This is the key factor driving the pay gap that we see and our biggest challenge in addressing our gender pay gap.

This information reinforces the need to proactively manage our female talent pipeline. We will therefore continue to focus on ensuring that Gore attracts, engages develops and retains female Associates in our Enterprise.

Gore is committed to providing equal employment and development opportunities for all Associates and our culture in turn is built on a deeply held belief in the value of every Associate and the unique contributions and commitments we all make to the success of the Enterprise.

I confirm that the information and data reported is accurate as of the snapshot date of 5 April 2024.



Sheona Barlow
Director