

# 2025 Gender Pay Report

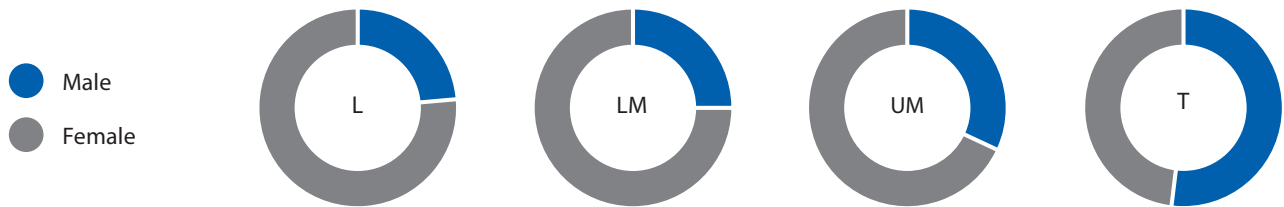
Statutory figures as at 05 April 2025

The following Gender pay report is produced in accordance with the Equality Act 2010 (Gender Pay Gap Information) regulations 2017.

All WPA employees, regardless of gender, age, background or ethnicity are given equal opportunities to thrive through professional qualification and development opportunities. Rewards are independently determined and based on the skillset, qualifications and experience required to fulfil each role. Males and females are paid the same salary for the same roles. The quality of working environment is perhaps best evidenced by the average tenure of over 9 years.

## Pay Quartiles

	Lower quartile	Lower middle quartile	Upper middle quartile	Top quartile
Male	23.71%	25.00%	31.96%	52.08%
Female	76.29%	75.00%	68.04%	47.92%



Pay levels are reviewed regularly and benchmarked against market comparatives. Succession planning is considered at all levels, with a desire to nurture the talent within our organisation such that, where possible, we promote from within.

## Pay and Bonus Gap

	Mean	Median
Hourly pay	36.78%	13.91%
Bonus	62.00%	18.55%

The mean pay gap shows the difference between male and female workers' hourly pay/bonus as a percentage of the mean average male pay/bonus. The median pay gap shows the difference in median earnings as a percentage of the median male pay/bonus.

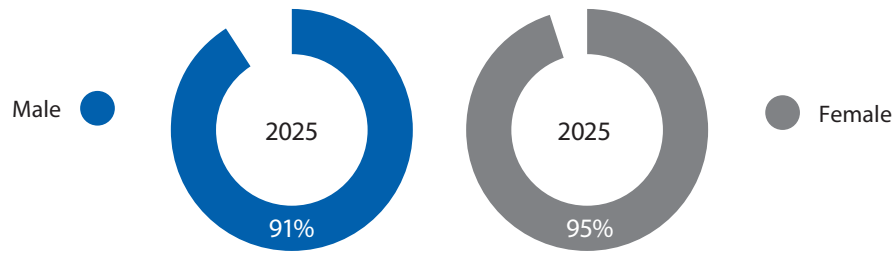
The primary reason for the existence of a gender pay gap at WPA is that whilst the male to female ratio for the upper quartile is fairly equal at 52:48, there is a skew effect through the Leadership Team with 73% of these posts held by men.

Companywide bonus payments, when viewed as a percentage of salary, are set equally between males and females.

Differences in the values of bonus paid arise because of the volume of part-time employees. 38% of female employees work part time compared to only 9% of male employees. The disproportionately high number of part-time females makes the gender pay gap figure wider, as WPA are required to report the gender bonus gap based on the actual hours worked, (and actual value of any bonus received), without adjusting the bonus figure for part-time working.

In addition, WPA offer bonus sacrifice, and in 2025 50% more females sacrificed bonus into pension than males. For the purposes of calculating the gender pay data, a bonus that is sacrificed through a sacrifice scheme does not count as bonus.

## Proportion of employees receiving a bonus



All WPA employees on permanent contracts are eligible to participate in our companywide bonus scheme called Partnership for Excellence (Pfe), which is typically paid annually based on employee's November salary. The lower percentage of males receiving a bonus arises due to the number of males, compared to the number of females, recruited in the period 01 December 2024 to the snapshot date of the 05 April 2025.

I confirm the accuracy of the data reported above.

**Nathan Irwin**

WPA Chief Executive Officer

September 2025

### Western Provident Association Limited

Head Office & Registered Office: Rivergate House, Blackbrook Park, Taunton, Somerset, TA1 2PE  
VAT No. 567 6817 88

WPA® is registered in England and Wales number 00475557. WPA is authorised by the Prudential Regulation Authority and regulated by the Financial Conduct Authority and Prudential Regulation Authority. Registration number 202608.

08/250785

