



Gender Pay Gap Report 2021



Annual Pay Gap Report

The continuing success of Wex Photo Video has meant for the first time, the Company is required to produce this Gender Pay Gap Report. This report makes transparent the historical gender imbalance within the photographic trade. In the past decades, the balance of women completing their education in photography is >70% of total graduates. Wex is committed to reflecting these changes in its colleagues, with specific, measurable actions planned for 2022 and beyond. I am proud to say that we consistently monitor pay for same or similar roles in the company, and correct any distortions immediately. I am determined that future reports will show progress towards our goals.

Louis Wahl
Chief Executive Officer



Introduction

Under the Equality Act 2010 (Gender Pay Gap Information) Regulations 2017, Warehouse Express Limited is legally required to publish, on an annual basis, specified information relating to their gender pay gap.

The following information has been calculated in accordance with the Regulations and is legally compliant.

The Gender Pay Gap

The gender pay gap is the difference between the average pay of men and women, expressed as a percentage. The gap is calculated across the entire workforce of an organisation.

The gender pay gap has many contributing factors which will differ from organisation to organisation, across sectors and across geographical locations. These factors may or may not be unlawful or discriminatory, guided by society or cultural aspects, or as a result of internal organisational practices.

It is crucial to our understanding of gender pay disparity to recognise that the gender pay gap is different to equal pay. Equal pay is where there is a discriminatory pay difference between men and women who carry out the same job, jobs rated as equivalent or work of equal value. The existence of a gender pay gap does not automatically give rise to any discrimination or equal pay matters.



Organisational Context

Established in 1997, Wex Photo Video (previously called Wex Photographic and Warehouse Express) has helped more than a million photographers and videographers achieve their goals.

Wex's dedication to service, expertise and customer satisfaction is underpinned by competitive prices and the largest range of any UK photo and video retailer, with more than 20,000 products. The www.wexphotovideo.com website is complemented by a specialist Customer Contact team, eleven UK stores (including the London flagship on Commercial Road, Whitechapel),

extensive online content and exclusive events and exhibitions. Customers can contact Wex Photo Video seven days a week by phone, email, live chat, social media or in person.

This focus on customer success has made Wex Photo Video the UK's largest online photographic specialist and winner of many accolades, including 'Retailer of the Year' as voted for by readers of Digital Photo/Practical Photography magazines for the past six years, plus numerous other service and content awards for over 15 years.

Our commitment to equality and diversity

We understand how important it is to recognise the different backgrounds, life experiences and cultures among our colleagues and customers. Equality and diversity is an area Wex Photo Video is committed to it being a critical part of our core values.

Our team have run events instore and online celebrating female creatives in the photographic industry and promoting equality diversion and inclusion. Our #ChangeTheImage campaign showcases a selection of talented individuals from a variety of cultural backgrounds, all of whom live and work in the UK. Whether used for stills

photography or filmmaking, a camera offers the user a unique opportunity to tell a story. Here at Wex Photo Video, we recognise the value of those stories and believe they all deserve to be heard, as they provide an insight into the spectrum of human experiences lived across a nation of creative people.

We are working to increase our understanding of equality and diversity in our workforce and in early 2022 we will carry out a voluntary survey of colleagues to collect equality and diversity data so that we can identify any requirement for further improvement.



“Our approach to pay is gender neutral and we are confident that men and women are paid and rewarded equally for equivalent jobs across our business.”

Gender Pay Gap

Mean Gender Pay Gap

Based on the mean (average) hourly rate of pay for male and female employees in the relevant pay period, our **mean gender pay gap is 25.8%** (rounded to one decimal place).

	2021 Mean	2021 Median
Hourly Rate	25.8%	14.9%

Median Gender Pay Gap

Based on the median (middle) hourly rate of pay for male and female employees in the relevant pay period, our **median gender pay gap is 14.9%** (rounded to one decimal place)

The gender pay gap snapshot date for the **2020/21** reporting year was **5th April 2021** while a large number of our Retail staff were on furlough and are therefore excluded from the calculations. Our gender pay gap figures are reflective of the photographic industry and of the hobby itself being male dominated. In the snapshot month April 2021 **73.2% of employees were male and 26.8% of employees were female.**

The Company recognises that equality and diversity are key to achieving organisational success. The Management is committed to recruiting a better balance of gender, as well as developing those already in the business into senior roles.

Gender of Wex Photo Video Employees

MALE 73.2%

FEMALE 26.8%



“The percentages of males and females receiving a bonus are similar with 70% of females and 72% of males receiving a bonus.”

Gender Bonus Gap

Mean Gender Bonus Gap

Based on the mean (average) bonus pay for male and female employees in the relevant pay period, our **mean gender bonus gap is 39.5 %** (rounded to one decimal place).

Median Gender Bonus Gap

Based on the median (middle) bonus pay for male and female employees in the relevant pay period, our **median gender bonus gap is 46.7%** (rounded to one decimal place)

The percentages of males and females receiving a bonus are similar with 70% of females and 72% of males receiving a bonus.

The bonus gap is driven by a high percentage of males in senior positions that have bonuses linked to performance and pay.

	2021 Mean	2021 Median
Bonus Pay	39.5%	46.7%

Proportion of Males and Females Receiving Bonus Pay

The proportions of male and female employees who received bonus pay during the relevant pay period are as follows (percentages are rounded to one decimal place):

Proportion of Gender Receiving Bonus Pay

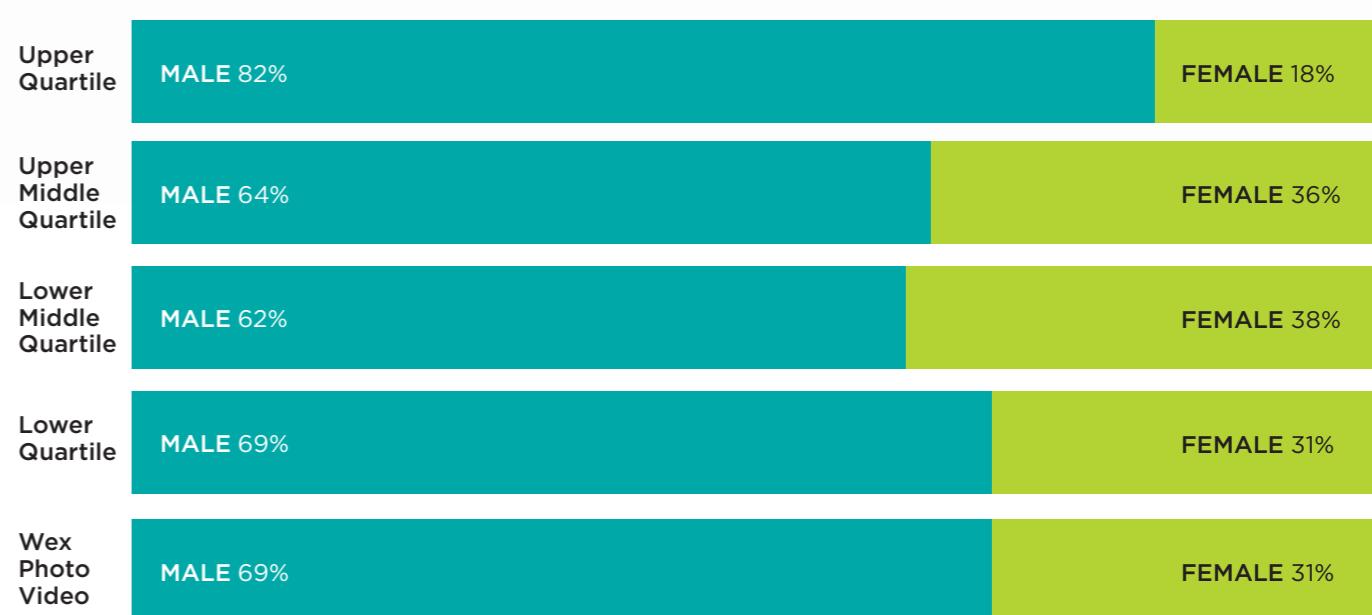


Quartile Bands

The following table separates our entire workforce into four equal quartiles based on the salaries that are paid to these employees. These quartiles are then further broken down into the number and proportion, expressed as a percentage, of male and female employees in each quartile.

	2021 Men	2021 Women
Upper	36	8
Upper Middle	29	16
Lower Middle	28	17
Lower	31	14
Wex Photo Video	124	55

Quartile Table





“The <Gender Pay Disparity> action plan will form part of the Company’s commitment to equality and diversity and will be implemented in line with relevant internal policies.”

Action plan to address gender pay disparity

We are committed to reducing, and subsequently closing, any identified gender pay disparity. This commitment, however, is made in line with our understanding that a period of time and exploration of a number of different actions may be needed in order to achieve this aim.

We have developed the following action plan which seeks to address the identified gender pay disparity. This plan will be in place for the period of 12 months and progress will be proactively monitored on an ongoing basis. The overall progress of our actions will be reported in subsequent gender pay gap reports.

The action plan will form part of the Company's commitment to equality and diversity and will be implemented in line with relevant internal policies.

The action plan will be allocated to the HR Officer and fully supported by the Directors and Shareholders of Warehouse Express Ltd.

Contributing Factor/ Reason Identified	Proposed Action	Target Outcome	Timescale
Male dominated industry	Research and establish ways in which we can attract more females to our vacancies	New policies & processes implemented with the aim of attracting an increased number of female to apply to work at Wex	To be identified and implemented in the first half of 2022
	To record an increased percentage of female new hires		To initiate recording of male/female hires from January 2022
			To record increased % of female hires by December 2022
Job descriptions not checked for gender bias	To carry out a review of job descriptions to ensure no gender bias in content or language	To ensure gender neutral job descriptions	50% of job descriptions reviewed by June 2022
Do not currently record inclusion and / or diversity data (other than gender)	Carry out a survey to ask staff to report this data	To obtain data to enable us to determine any areas requiring improvement	To have collected first set of data by 31st March 2022



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