

WILEY



UK Gender Pay Gap Report

April 5, 2019 - April 4, 2020

*Based on earnings from the April 2020 payroll run and incentive /equity earnings from April 2019 through March 2020 payroll runs.

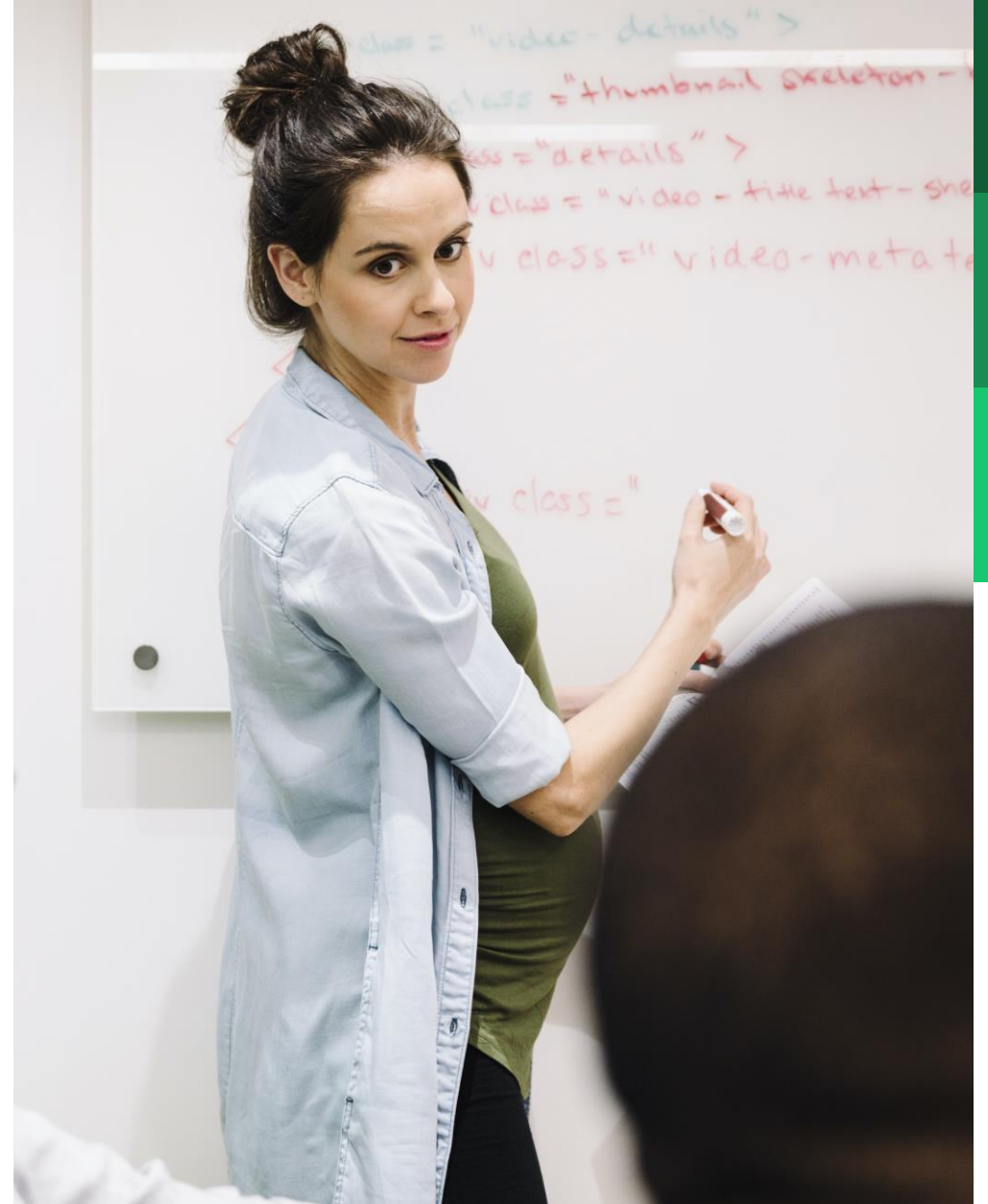
*Hourly rate is calculated using the earning from the April payroll run and weekly hours recorded on employee records at that time, the calculation is as per the regulations.

Our focus on equity

Every year, we welcome the UK Gender Pay Gap, not simply as a legal requirement, but as a valuable opportunity to share our results. It helps us take a fresh look at our UK gender makeup in our workplace.

In the UK, the Gender Pay Gap is the difference in average earnings between men and women across an organization, irrespective of the job they do, level, or seniority. The UK Gender Pay Gap is different than equal pay. Equal pay, as legislated by UK law, requires that men and women be paid equally for the same work or work of equal value. **Our median pay gap continues to be driven by more women at entry level positions than at more senior levels as illustrated in our lower quartile distribution. Analysis shows that people working at similar levels in the company are at similar levels of pay.**

Wiley is committed to paying equitably in each country across our organization. Colleagues should feel that they are paid fairly and equitably for the work that they do and the unique perspectives that they bring. In this upcoming year, we will be engaging colleagues in discussions, so we promote a culture of transparency and accountability around compensation. We aim to empower our colleagues with the knowledge about pay and opportunities for advancement at Wiley.



Wiley's UK Gender Pay Gap results

UK Gender Pay Gap

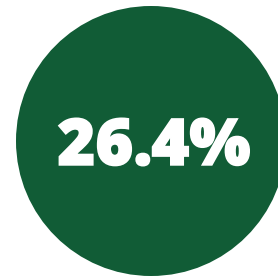
Mean

The mean is the average number when you take all employees into account



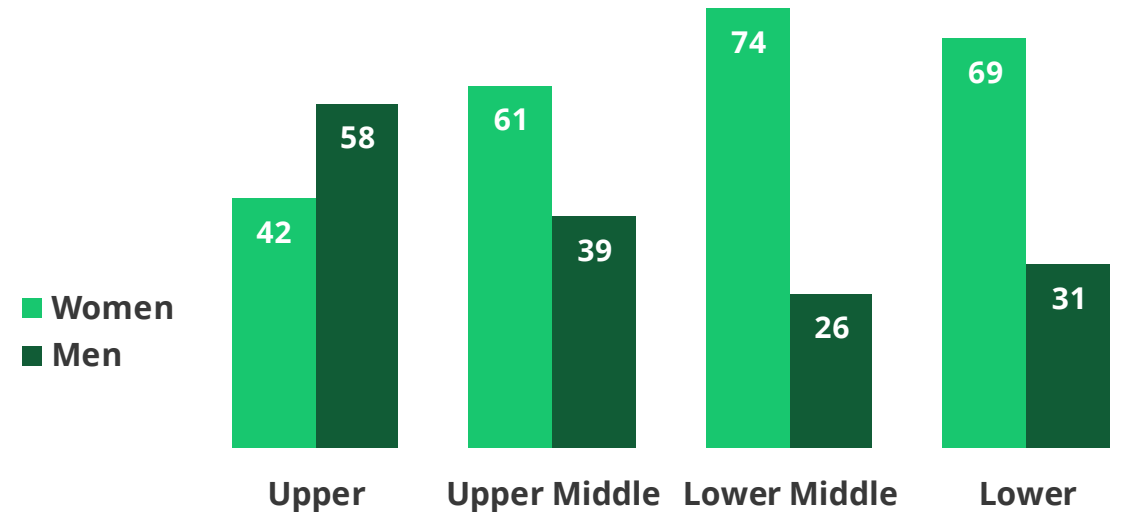
Median

The median is the middle value within a data set, sorted from smallest to largest



Compared to 2019, the mean UK Gender Pay Gap has narrowed by 1.4% and the median UK Gender Pay Gap has widened slightly by 0.2%. This is a result of more women employed in junior job levels in administrative and support roles than men. Our analysis continues to show that people working in similar jobs and similar levels have similar levels of pay.

Quartiles % Distribution



The four quartiles are sorted by dividing the UK's population salary, from lowest to highest, into four equal groups, allowing for the measurement of men and women within each group.

[Explore our 2019 report](#)

Wiley's UK Gender Bonus Gap results

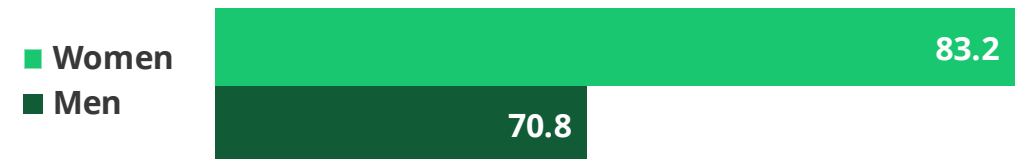
UK Gender Bonus Gap



Compared to our 2019 report, the mean UK Gender Bonus Gap has widened by 3% and the median bonus pay gap by 3.8%. Currently, more men are employed in senior roles than women, which results in higher bonuses. When looking at bonus targets by job level, women have marginally higher targets than men.

[Explore our 2019 report](#)

Proportion Receiving Bonus



The proportion receiving bonuses has increased for women by 5.8% and has decreased for men by 5.2% compared to our 2019 report.

When colleagues do not receive any bonus at Wiley in the UK, it is primarily because they have joined the company after the cut-off date. The year-on-year change is driven by the start dates of new hires rather than bonus eligibility.

Our progress

At Wiley, creating an environment that is diverse, equitable and inclusive is critical for our colleagues, customers and communities. It is a business imperative, and it's the way forward. We are actively building a roadmap to strengthen diversity, equity, and inclusion in all we do. See below for highlights from our journey from the last year:

Empower our DE&I team

Established in July 2020, Wiley's first-ever dedicated (DE&I) team is leading the way in embedding equitable and inclusive practices throughout our organization. They have also helped launch our Employee Resource Groups and provide valuable opportunities for our colleagues to connect with one another, learn more about issues around cultural competencies and unconscious bias, and ways to create a more inclusive environment.

Employee Resource Groups

These communities are the voice of our global colleagues and reflect more of our cultural communities and common interests. This includes our Wiley Women in Technology community, which supports and encourages women in technology positions to advance their skills and leadership potential through connection, mentorship, collaboration, and discussion.

Redesigning talent practices

We use a variety of tools and leverage several partnerships and platforms that provide Wiley access to diverse talent pools. All job advertisements are assessed to ensure they are inclusive, engaging, appeal to a diverse audience and get the best talent to apply. Our Talent Acquisition team has also been trained on removing unconscious bias from the interview process.

Committing to Action

We are proud to have received a 100% from Human Rights Campaign's Corporate Equity Index in 2021. Additionally, Wiley has joined CEO Action, which promotes collective action to advancing inclusion in the workplace in collaboration with other leading companies. As part of that commitment, we hosted a Day of Understanding, attended by over 2000 colleagues globally.

Our journey

UK Gender Pay Gap is an important data point, but to truly address the factors that meaningfully impact pay at Wiley, we are focused on equity.

From recruiting, to retention, to advancement, we are constantly evaluating how we can continue to push the needle to be a more diverse, equitable, and inclusive place. Compensation, including equitable pay, is part of this analysis as well as our workforce data and employee survey responses to determine where we are doing well and where we need to focus.

We are committed to help bring about lasting change – together – to ensure an inclusive future.



UK Gender Pay Gap Report 2019-2020

From our leaders

Every year, the UK Gender Pay Gap is a valuable point of reflection. It helps us take a fresh look at our UK gender makeup at all levels and determine opportunities to continue to move the needle. We are committed to fostering change focused on equity and inclusion for all of our colleagues. These results and subsequent recommendations help us foster an inclusive framework where we can all flourish professionally.

- Danielle McMahan, Chief People & Business Operations Officer

We know that diversity, equity and inclusion are essential to Wiley's success and our colleagues' experience. Together, in partnership with our colleagues, we continue taking the necessary steps to foster an environment where everyone feels heard, seen and valued.

- Ben Townsend, VP Global Library Sales EMEA & APAC, Co-regional leader

Wiley is committed to supporting women throughout every stage of their careers. It is imperative that our female colleagues feel empowered to learn and grow within our organization. We are excited to continue to provide them with the necessary support, tools and opportunities to advance their careers at Wiley and cultivate a company culture in which women are championed.

- Karen Wootton, VP Sales EMEA, Co-regional leader

Declaration

We confirm that our data has been calculated according to the requirements of The Equality Act 2010 (Gender Pay Gap Information) Regulations 2017.

Thomas Seymour,
Senior Director, HR