



# UK Gender Pay Gap Report

April 2021 data

\*Based on earnings from the April 2021 payroll run and incentive /equity earnings from April 2020 through March 2021 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 report as a valuable opportunity to share our progress. It helps us keep the UK gender makeup in our workplace top of mind.

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. While Wiley's pay gap improved from prior year (as outlined in 2020 report), our gap remains and continues to be driven by more women in entry level positions than at more senior levels as illustrated in our lower quartile distribution on slide 4. Our review shows that people working at similar levels in the company are at similar levels of pay.

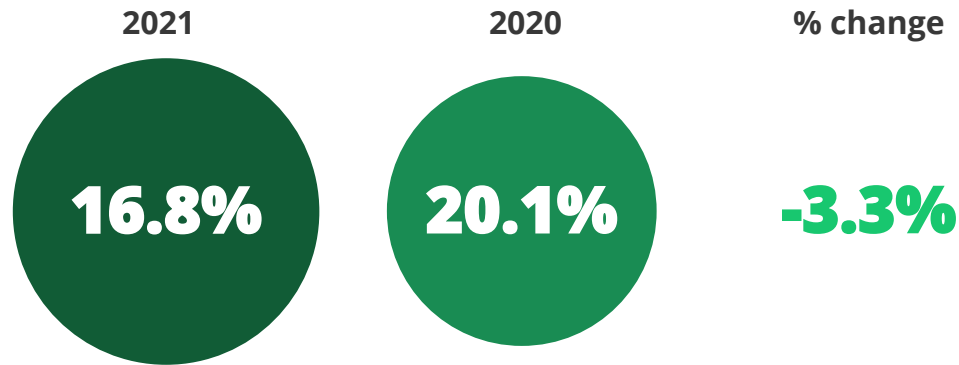
Wiley is committed to equitable pay in each country across our organization. Colleagues should feel that they are paid fairly and equitably for the work they do and the unique perspectives they bring. In this upcoming year, we will be engaging colleagues in discussions, so we promote a culture of transparency 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

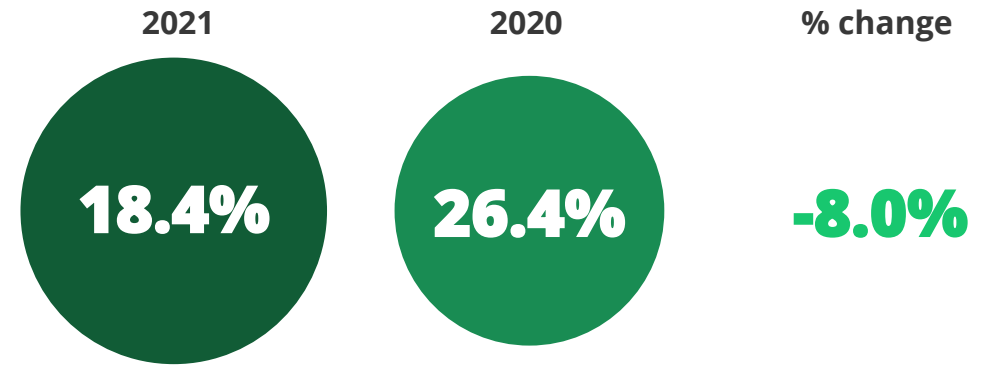
## Mean

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



## Median

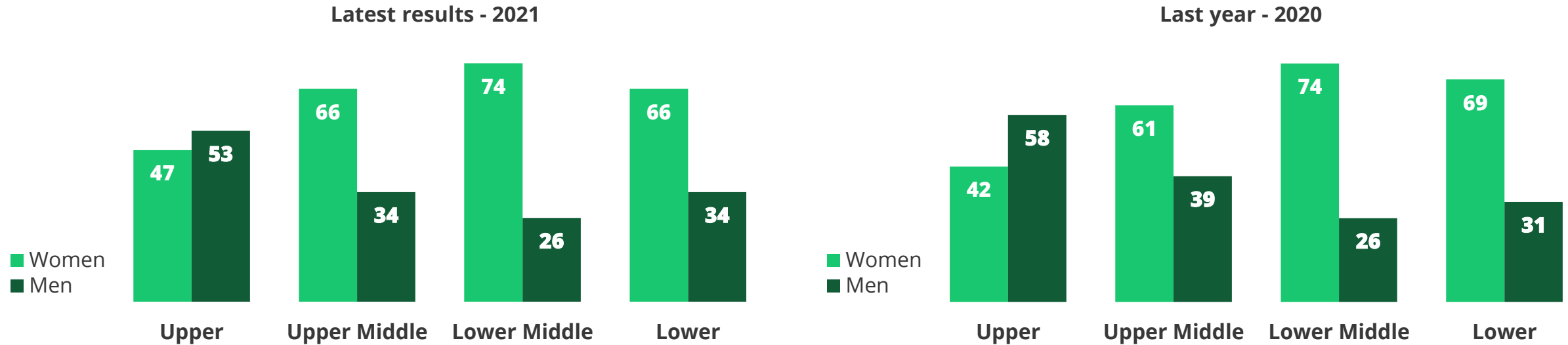
The median is the middle value within a data set, sorted from smallest to largest



- Compared to prior year reporting (2020), both the mean and median UK Gender Pay Gap have narrowed.
- We have made progress compared to previous years and while we are encouraged to be moving in the right direction, we have more work to do and must continue this trend longer term.
- This gap is being driven by more women than men employed in business support and junior professional roles at the lower end of our structure
- Despite the gap outlined in this report, analysis shows that people working in similar jobs and at similar levels have similar pay.

# Wiley's UK Gender Pay Gap results

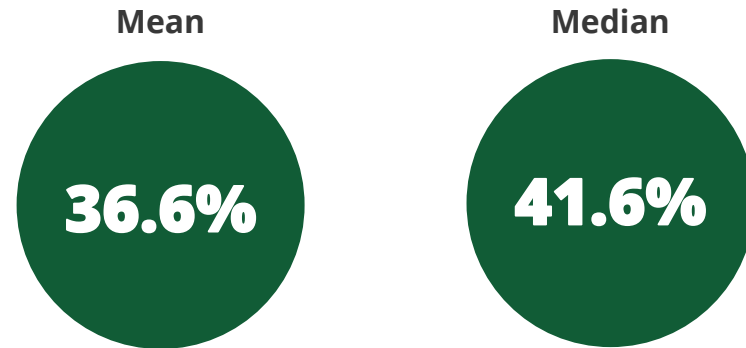
## Quartiles % Distribution



- The four quartiles are created by sorting the UK population from lowest to highest hourly pay rate and then dividing the population into four equal groups, allowing for the measurement of men and women within each quartile.
- When comparing the quartiles between this year and last year, there are some changes in the overall number of women in the different groups. There are 5% more women in the Upper and Upper Middle Quartile and 3% more men in the Lower Quartile. These shifts in the distribution of women and men throughout our structure are primarily driving our overall pay gap reduction. It is too early to say if this is a direct result of any particular action, but it is a move in the right direction.
- Overall, the Wiley UK workforce consists of 64% women and 36% men, 2% more women compared to last year.

# Wiley's UK Gender Bonus Gap results

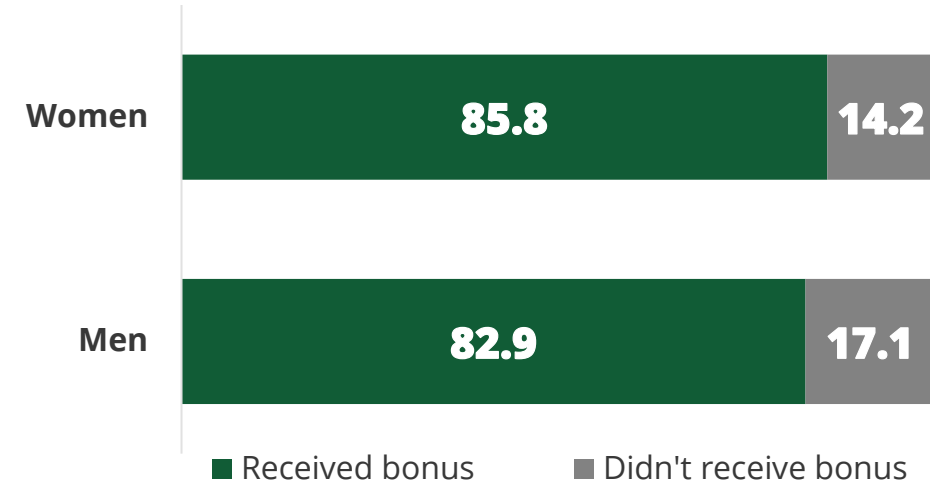
## UK Gender Bonus Gap



Compared to the 2020 report, the mean UK Gender Bonus Gap widened by 1.7% and the median Bonus Pay Gap by 0.9%. Senior roles (for all genders) typically have much higher bonus targets including equity grants, and disproportionately impact the bonus gap.

[Explore our 2020 report](#)

## Proportion Receiving Bonus



The proportion receiving bonuses increased for women by 2.6% and for men by 12.1% compared to the 2020 report.

When colleagues do not receive any bonus at Wiley in the UK, it is primarily because they joined the company after the cut-off date. This year-on-year change is therefore 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 the way forward. We are building a roadmap to strengthen diversity, equity, and inclusion in all we do. See below for progress since the previous report (Oct 2021):

## Empowering our DEI team

Wiley's DEI team is creating an inclusive culture by focusing on our people. Since our last report, Wiley hired a Vice President, DEI and Director, DEI, who will drive our evolving DEI strategy across the company. The team is working to create a community where all colleagues can bring their unique selves to work to spark diversity of thought and drive innovation.

## Employee Resource Groups

These communities are the voices of our global colleagues and catalysts for DEI. This includes our Women of Wiley and our Wiley Women in Technology communities which both encourage, support, coach and empower women at Wiley to advance their skills and leadership potential through connection, mentorship, collaboration, and discussion.

## Improving our programs

In November 2021, we launched an apprenticeship and development program. The program consists of three courses focused on management, coaching and project management. We are creating a coaching culture at Wiley with the view of helping empower all colleagues to progress through the organization into more senior roles.

We will launch our Level 7 Senior Leadership program through our apprenticeship levy which will focus on upskilling colleagues in upper quartiles to help develop leaders of the future.

## Committing to action

Wiley is committed to having an inclusive environment that mirrors our colleagues, customers and the communities in which we work and live. The DEI team launched a voluntary self-ID campaign to gather colleagues' unique dimensions of diversity to help us better understand our workforce and align programs and benefits.

In addition to the three full-time employees dedicated to DEI, Wiley also hired a VP, ESG and Corporate Impact who is responsible for strategy and execution of environmental, social and governance programs.

## Inclusive talent practices

We are driving impact through quantifiable achievements in diverse and inclusive hiring and engagement. In the UK, we launched an inclusive hiring training session that reviewed current practices, discussed bias in the interview process, and offered inclusive hiring guidance.

We also launched our first-ever fellowship program with six candidates with diverse backgrounds who exemplify Wiley values.

# Our journey

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

Our global People Organization, the UK Leadership Team and our Employee Resource Groups are committed to driving improvements in recruitment, retention, advancement and learning. We continuously evaluate how to make progress in the areas of diversity, equity, and inclusion. Compensation, including equitable pay, is part of this analysis as well as our workforce data and employee survey responses to understand our strengths and opportunities.

We are committed in bringing about lasting change – together – to ensure an inclusive future.



# From our leaders

*This year's UK Gender Pay Gap Report sheds light on improvements we have made in a short amount of time and allows us to better understand additional room for improvement. While we still have work to do, I'm confident we are moving toward a culture of transparency and empowerment around compensation – one where colleagues are equipped with knowledge and clear paths for progression at Wiley.*

**- Danielle McMahan, Chief People & Business Operations Officer**

*Developing women leaders is a personal priority for me and the Research leadership team. I'm looking forward to working with my team and Wiley leadership to make progress in the right direction and continue this important dialogue.*

**- Jay Flynn, Executive Vice President & General Manager, Research**

*Equitable pay has never been more important. I'm thrilled to join Wiley at a time when there is active conversation, positive change, and action regarding diversity, equity and inclusion for all. My team is fully prepared to work with colleagues at every level to ensure everyone is heard and accurately represented.*

**- Art Howard, Vice President, DEI**

*It's crucial that Wiley fosters an environment where our women colleagues can flourish at every stage of their careers. The women in our organization are valued and supported. As a woman leader at Wiley, I am committed to creating opportunities for women at Wiley to learn and grow, both here and beyond, for our current and future women leaders.*

**-Karen Wootton, UKLT Co-Lead and Vice President, EMEA Education**

# Declaration

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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