

2024



WAYVE

Snapshot of 5 April 2024

UK Gender Pay Gap Report

From our leadership



**Alex
Kendall**

Cofounder & CEO

At Wayve, building transformative technology starts with building a transformative culture. Achieving equity isn't just the right thing to do; it fuels innovation and brings bold, diverse ideas to the table.

I'm proud of the progress we're making on our gender pay gap, and I'm committed to the ongoing work needed to sustain a culture where opportunity is driven by talent and ideas, not background, so the best people can thrive and lead.



**Emma
Baillie**

Chief People Officer

While many organisations are turning away from DEIB initiatives, this remains a core part of who we are at Wayve.

Diversity in its broadest sense is foundational to our approach. It fuels a culture and community that enables our people to do their best work. We will always strive for more of it.

Our focus in 2024



Recruitment

In 2024, our aim was to cast a wider net in our sourcing strategy by removing barriers to ensure access to the broadest possible talent pool at the top of the funnel. For senior hiring, we challenged headhunters to expand their search and present more balanced longlists of candidates.

As a result, we've seen greater success in attracting senior female talent.

Events

- We've been represented at Women in Computer Vision (WiCV) at the CVPR conference (and will attend again in 2025).
- We participated in the Women of Silicon Roundabout group.

Employee Resource Groups (ERGs)

Leadership has maintained an open dialogue with our *Women at Wayve* and *Women Who Code* ERGs.

In 2024, supporting parents emerged as the top priority for these groups. In response, Wayve committed to reviewing our current support package to parents, with enhancements set to be implemented in 2025. These include increased paid parental leave for both primary and secondary caregivers, time off for fertility treatment and a smoother return-to-work transition through part-time working and coaching support.

Calculating the UK Gender Pay Gap

In the UK, organisations with 250 or more employees are required to publish specific figures related to their potential gender pay gap. This report follows the methodology and guidelines set by the UK Government on how to calculate the potential pay gap and present this information.

What is the Gender Pay Gap?

The gender pay gap is the difference in average hourly pay between men and women across the organisation, reported relative to men's earnings, regardless of role or seniority.

How is hourly pay calculated?

Hourly pay includes salary, allowances, and any salary sacrifice deductions (such as pension contributions or employee-selected childcare). The figures in this report are based on the snapshot date of 5 April 2024, as required.

How are the mean and median calculated?

The gender pay gap can be calculated in two ways:

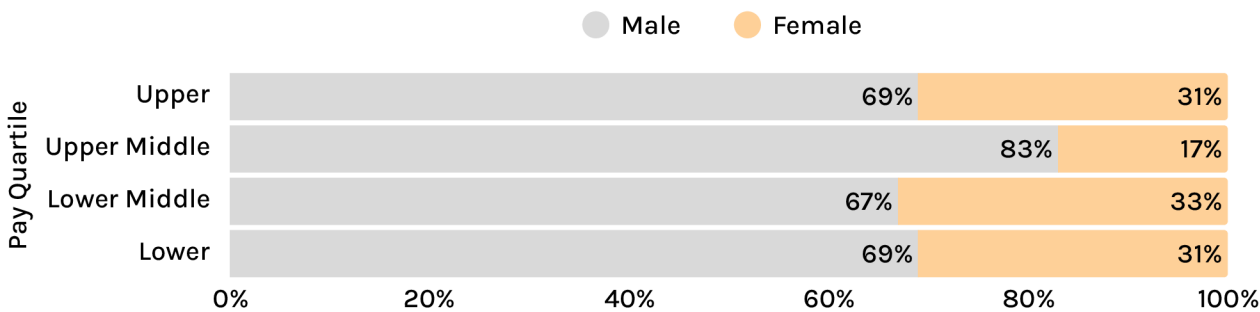
- **Mean gender pay gap** is calculated by finding the average hourly pay for men and the average hourly pay for women, then expressing the difference as a percentage of the average male pay.
- **Median gender pay gap** is calculated by listing all salaries from the lowest to the highest and comparing the salaries at the midpoint.

UK Gender Pay Gap Report

Snapshot of data at 5 April 2024

Whilst there is no direct benchmark for Wayve within our specific sector, the UK tech industry generally reports a gender pay gap (GPG) of around 15-17%, with the gap often widening in startups.

In 2024, Wayve demonstrated a more favourable GPG figure. However, the tech sector remains skewed towards men, who hold the majority of technical roles, particularly within software. We remain mindful of our Upper Middle Pay Quartile, which typically includes managers and experienced individual contributors, as this is an area where career progression can feel limited for women. To support women’s long-term career growth, we’ve recently enhanced our parental leave policy for both men and women. This change will better serve many of our female talent by supporting their career growth in a family-friendly, inclusive environment.



1.28%

Wayve UK Gender Pay Gap (Mean)

6.40%

Wayve UK Gender Pay Gap (Median)

15-17%

UK Tech Sector Gender Pay Gap

Our commitment to Diversity, Equity, Inclusion and Belonging



We embrace new perspectives, backgrounds, and experiences to develop products that cater to the diverse needs of the world. Wayve is filled with unique individuals, and our diversity is a catalyst for fresh ideas, driving impact and helping us solve the big problems.

We'll strive to get it right, but we know the work on Diversity, Equity, Inclusion and Belonging (DEIB) is a journey. We will continue to grow, learn & improve together. Here's our commitments:

- 1 We aim to build teams that reflect the diversity of the places where we operate.**
Whether that's through how we hire, and how our policies and practices support people to work with us, and thrive.
- 2 We aim to create a culture of inclusion and belonging where everyone feels valued and empowered to succeed.**
Whether that's through education to support stronger allyship or uplifting our Employee Resource Groups.
- 3 We support our people to inspire change.**
Outside of Wayve, we want to drive positive change through our events, creating more opportunities in the communities we operate in through partnerships and volunteering.

Our actions



The following actions form part of our DEIB strategy at Wayve. This is not an exhaustive list of all DEIB-related activities at Wayve, but actions that will have a direct impact on improving gender diversity as well as our gender pay gap.

-
- 001 Introduction of Competitive Parental Leave Pay and Benefits**
These enhancements are intended to better support working parents and encourage more female talent to join Wayve. This is inclusive of up to 24 weeks of pay for primary caregivers, and 10 weeks of pay for secondary caregivers, fertility-related time off and support with transitioning back to work.
-
- 002 Supporting our Employee Resource Groups**
These include our *Women of Wayve* and *Women Who Code* networks through open dialogue with Leadership and People Teams. This largely influenced our review of the parental leave policy mentioned above.
-
- 003 DEIB and Allyship Training**
This training will be rolled out to all employees over 12 months, equipping our managers to support in the DEIB space via our Manager Playbook.
-
- 004 Using Talent Tools to Match Vacancies with the Local Market Gender Demographics**
This helps us understand the talent pool available and leverage regular targeted external outreach to encourage diversity in inbound applications.
-
- 005 Representing Wayve via Industry Events and our own Community**
We aim to inspire female talent to have careers in our field.
-
- 006 Tracking Diversity Data**
Inclusive of pay and progression equity via data monitoring and our internal listening strategy.
-