

UK Gender Pay Gap Report 2018





Wiley is committed to improving our gender pay gap. We take this responsibility seriously and are introducing a series of actions to narrow the gap. We value the people we work with and want to see everyone succeed by focusing on equal opportunities, development, and achievement.

Brian Napack

President & Chief Executive Officer

Executive Leadership

- **Brian A. Napack** - President and Chief Executive Officer, John Wiley & Sons, Inc. and Member of the Board
- **John Kritzmacher** - Chief Financial Officer and Executive Vice President, Technology and Operations
- **Ella Balagula** - Executive Vice President and General Manager, Knowledge & Learning
- **Judy Verses** - Executive Vice President and General Manager, Research
- **Georgios Papadopoulos** - President, Atypon Systems, LLC
- **Archana Singh** - Executive Vice President and Chief Human Resources Officer
- **Clay Stobaugh** - Executive Vice President, Government Affairs, and Chief Marketing Officer
- **Gary M. Rinck** - Executive Vice President, General Counsel

About Wiley

- Wiley, a global research and learning company, helps people and organizations develop the skills and knowledge they need to succeed
- Our online scientific, technical, medical, and scholarly journals, combined with our digital learning, assessment, and certification solutions, help universities, learned societies, businesses, governments, and individuals increase the academic and professional impact of their work
- Our corporate headquarters are located in Hoboken, New Jersey, USA with offices in over 30 countries worldwide

Understanding the UK Gender Pay Gap

- Employers with 250 or more employees must report annually to the UK Government, and publicise their gender pay gap metrics
- The regulation requires employers to publish their Gender Pay Gap data annually, based on the hourly pay of all employees in the April payroll
- The gender pay gap is not the same as equal pay and is a simple average figure for all employees within the UK workforce, irrespective of the job they do
- Employers are also required to publish the bonus pay gap, which is based on bonuses paid between 6 April 2016 and 5 April 2017

A few words from our Human Resources Director



We welcome the UK Government's introduction of the Gender Pay Gap reporting legislation. We are a company dedicated to incorporating inclusion and diversity, as well as fairness in compensation. I am personally committed to creating a working environment that enables all of us to flourish.

As the Report covers only our UK employees – 18% of our total workforce – we are reporting only on a subsection of Wiley's global business.

Charlotte Hussein
Director Human Resources, UK

Analysis of Gender Pay Gap in the UK

- Gender pay gap data is based on the hourly pay (basic salary) of all employees in the April 2017 payroll
- Gender bonus gap data includes annual bonus/sales incentive and long term equity compensation paid between 6 April 2016 and 5 April 2017
- Our mean and median bonus gaps are driven by our highest earners, who are predominantly male

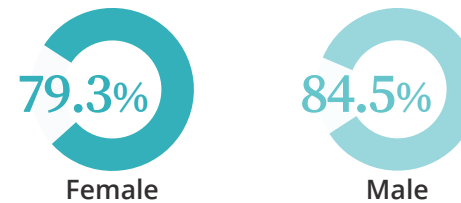
Wiley's Gender Pay Gap Results

Difference between men and women	Mean	Median
Gender Pay Gap	21.1%	21.5%
Gender Bonus Gap	42.3%	50.7%

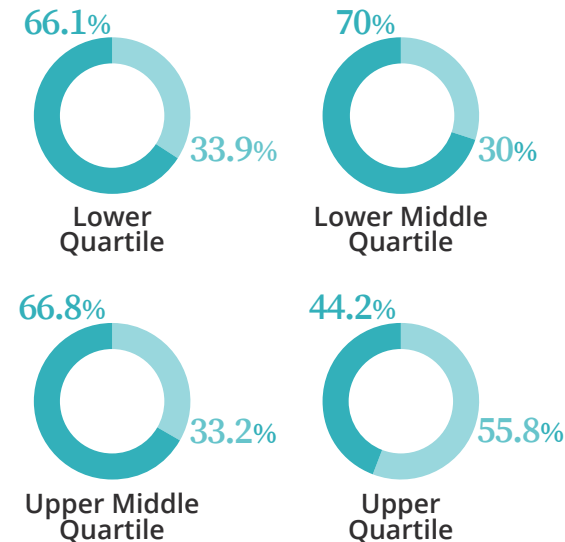
The **Mean** is the average number when you take all employees into account.

The **Median** is the middle value within a data set, sorted from smallest to largest.

Proportion of men and women receiving a bonus payment



Distribution of men and women in pay quartiles, calculated using the range of hourly pay



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

■ Female ■ Male

Next Steps

- Establish a working group to understand the drivers of the gender pay gap
- Hire an external consultant to guide the working group on developing a proactive plan for Wiley's gender balance
- Encourage employees to focus on their personal development and identify growth opportunities
- Implement a global initiative to enhance the talent pipeline and opportunities for directors and above
- Continue to partner with other publishers to advance the conversation on this important topic
- Commit to ongoing support for our community groups such as Generation Wiley, Lean In, and LGBT to ensure that a rich, open culture thrives at Wiley

Commitment from Executive Leadership



Having recently joined Wiley, there were two key factors that attracted me to the company. The first is how passionate and committed colleagues are to their jobs; and the second is that 85% of the company's revenue comes from businesses led by women, myself and Judy Verses. I strongly believe in supporting talented female employees at all levels of the organisation.

As a leader in the knowledge and learning space, Wiley has an exciting opportunity to encourage female engagement in STEM (Science, Technology, Engineering and Maths), and I am proud to promote these opportunities to young people of all genders.

Ella Balagula

Executive Vice President, Knowledge & Learning

As a global leader who spends a significant proportion of my time in the UK, I am invigorated by the strong female leadership based here. I believe that Wiley is uniquely placed with so many women at the early and mid stage of their careers, and it is my responsibility, together with the leadership team, to build on this talent to enhance diversity and inclusion at the top of the organisation.

I am committed to fostering a culture of impactful change, ensuring that both women and men are fulfilling their potential, whatever role they are in.

Judy Verses

Executive Vice President, Research

Commitment from Executive Leadership



It is critical for us to understand what the data is telling us to inform the key steps that we will take in next three months.

From here, we have to do the things that matter the most: support women and men with their ongoing career growth; adapt organizational practices to promote flexibility across key geographies; and, engage with all of our leaders in problem solving this together.

As a global company with our largest businesses being run by women leaders, and having presence of senior women leaders at the Board level, I feel confident that we can continue to focus on this important topic.

Archana Singh

Executive Vice President & Chief Human Resources Officer

UK Leadership Comments



Very early on in my Wiley career I was given the chance by a supportive manager to step into a first level of management role. Ever since, I have had huge satisfaction seeing people join the team at a lower level, and then supporting them in their growth and development, to see them rise through the company.

As the regional leader, I want to play a part in ensuring that all employees, regardless of gender, have the same opportunities for advancement within the organisation and receive adequate support and encouragement to do so. I want to offer as much help as I can to any working groups set up to address this issue and to ensure that this work is made as transparent as possible.

Karen Wootton

VP Sales EMEA, and UK co-Regional Leader

I have enjoyed the support of a succession of empowering managers and mentors who have encouraged me throughout my career and put me forward to participate in initiatives that have stretched and expanded my professional experience. Now that I am in a senior position, I would like to return the favour by enabling my team to develop.

It's time to address the gender pay gap, and I believe that a company like Wiley – with our history and the values that we espouse – can lead the way in our industry with a clear, actionable plan. I would also like to be involved directly in helping both women and men at Wiley progress their careers to higher levels.

Ben Townsend

VP Sales EMEA & APAC, and UK co-Regional Leader

UK Leadership Comments



As a leader, the most important thing I do is to make sure that my team and I appoint the best people within our business. In turn, we support our teams to the best of our abilities so that they can realise opportunities and create success for Wiley.

To me, equality (gender and beyond) makes sense because it creates an environment where everyone can be the best without having to justify any bias. The results will be stronger, more successful communities, organisations, countries.

Miriam Maus
VP, Editorial Management

Declaration



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

A handwritten signature in white ink that reads "U D'Arcy".

Ursula D'Arcy
Vice President &
Assistant Corporate Controller,
and Director, Wiley, UK