



winmark

EDI Report for
2023

Our commitment

At Winmark, we are deeply committed to equality, diversity, and inclusion. We foster a culture that values and celebrates differences, acknowledging the unique perspectives and insights that individuals from diverse backgrounds bring.

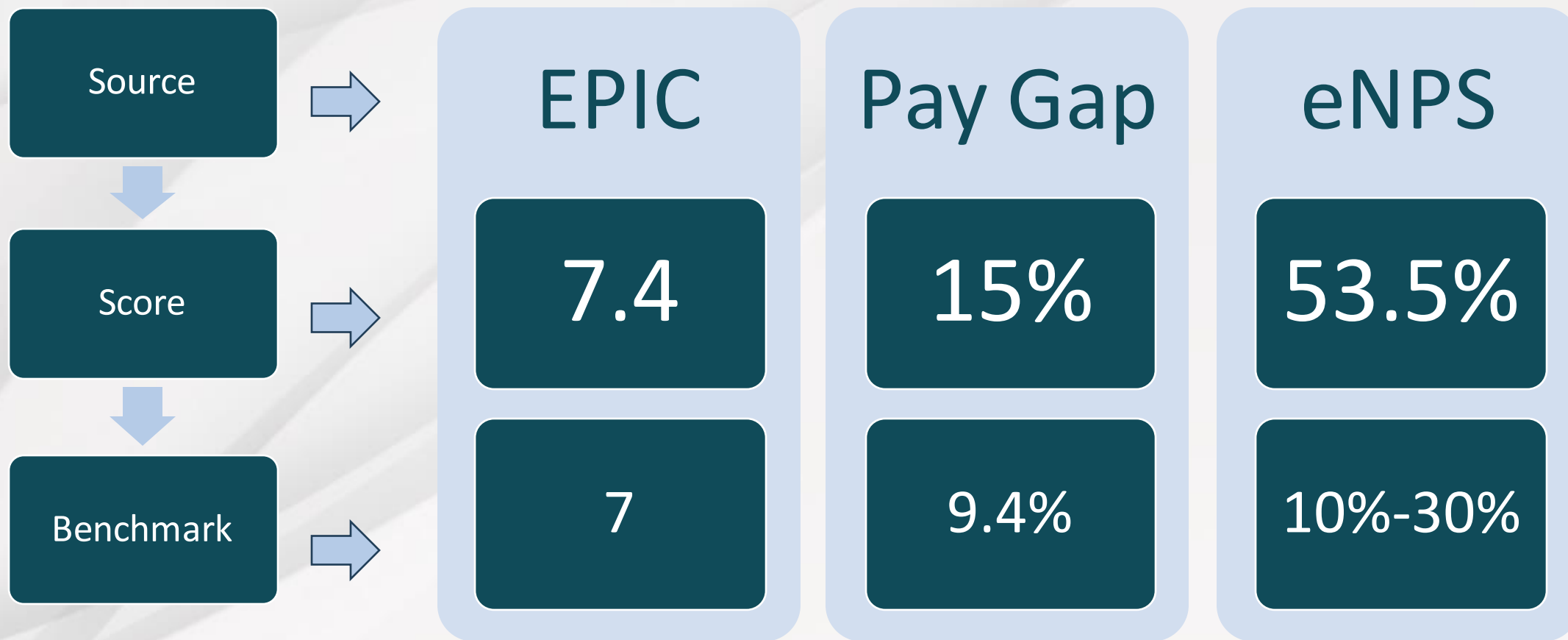
As the proud recipient of the 'Most Inclusive Employer Award' from H&F Council in 2019, Winmark is fully committed to attracting exceptional individuals from diverse backgrounds. By fostering a vibrant, adaptive, and highly effective culture, we continuously deliver exceptional value to our members.

Diversity is embraced throughout Winmark's networks and access to Academies, enriching the membership and Membership Advisory Panel (MAP) with a wealth of diverse perspectives, experiences, and knowledge.

Integrity is a core value at Winmark, and we affirm that this report provides a transparent and accurate representation of our practices.



EDI Dashboard



This report incorporates data from our EPIC Diagnostic, our regular Employee Net Promoter Score (eNPS), and our pay gap analysis.

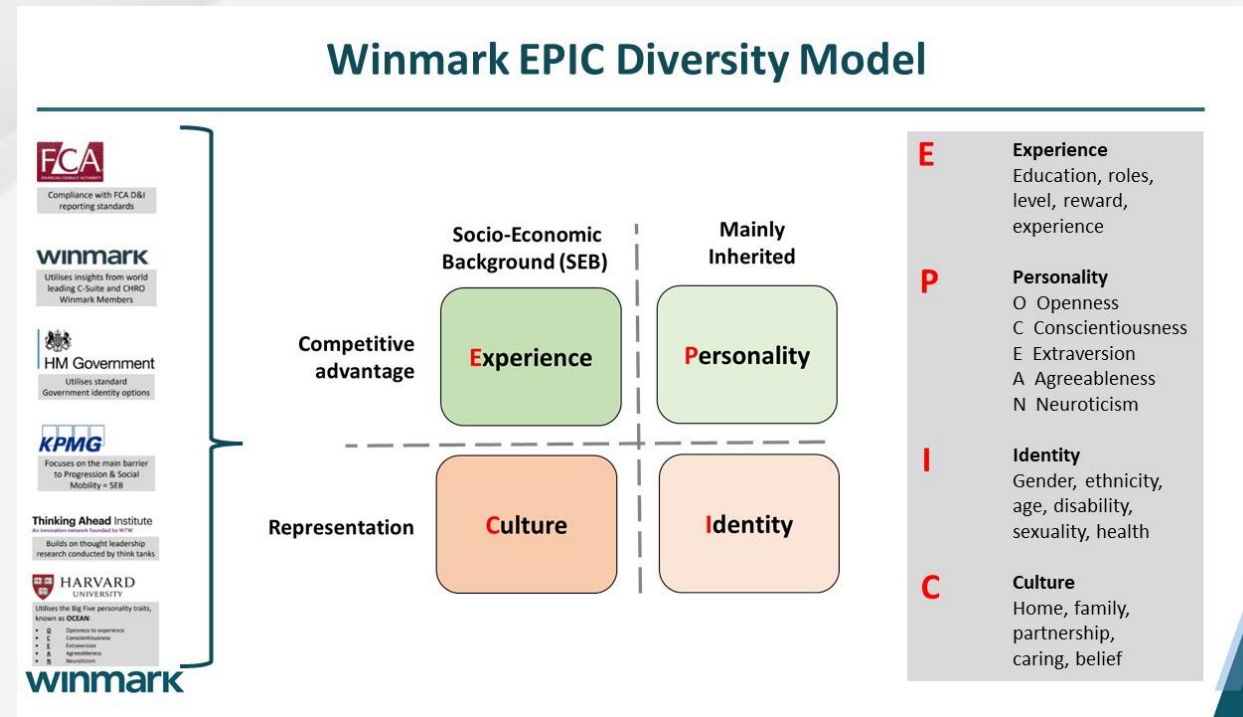
We believe that EDI is indeed...EPIC!

This is why, at Winmark, we have developed the EPIC Diversity Model to guide our reporting.

By embracing this approach, we gain a deeper understanding of our team members, appreciating their diverse backgrounds and experiences.

We encourage you to adopt the same mindset, recognizing the value of every individual and creating an inclusive environment that fosters growth, collaboration, and innovation.

Together, let's celebrate the power of diversity and build a stronger, united community.



For inquiries about using our EPIC Diversity Model in your organisation, please contact john.madden@winmarkglobal.com for assistance.

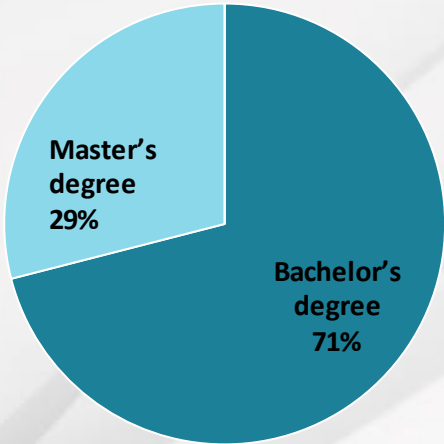
EPIC Executive Summary

	Score out of 10	Areas to consider and address
Personality	9.0	Winmark employees align with the global average in the 'big five' personality traits but show higher 'Extroversion' and 'Agreeableness', lower 'Neuroticism', 'Conscientiousness', and 'Openness'; 29% employees identify as neurodiverse.
Identity	8.5	At Winmark, the employee demographic is predominantly female (79%) and encompasses a diverse age range. Additionally, 71% of our employees represent various ethnicities, including Vietnamese, Chinese, Indian, and other white backgrounds, while the remaining employees identify as white British.
Culture	6.7	The proportions of employees educated at state school and from a non-university family background are below the UK average.
Experience	6.3	The proportion of non-graduates is below the UK average global average, and individuals from a Professional Services background dominate.
SEB	6.4	Our recruiting efforts aim to include candidates from diverse backgrounds, specifically those who have attended state schools and/or do not have a university education, in order to foster an inclusive and representative workforce.
Belonging	7.4	Employees generally agree that teams are sufficiently diverse and that the firm promotes diversity in the business. However, it would be useful to increase visibility of recruiting efforts that promote diversity and to ensure staff feel they can talk about their background without being judged.

Experience

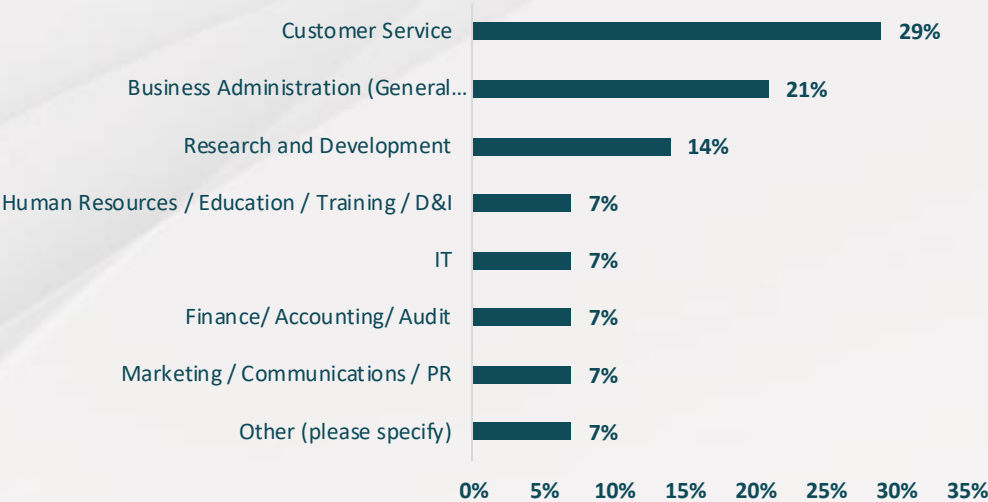
Education, function and sector background

What is the highest degree or level of education you have completed?



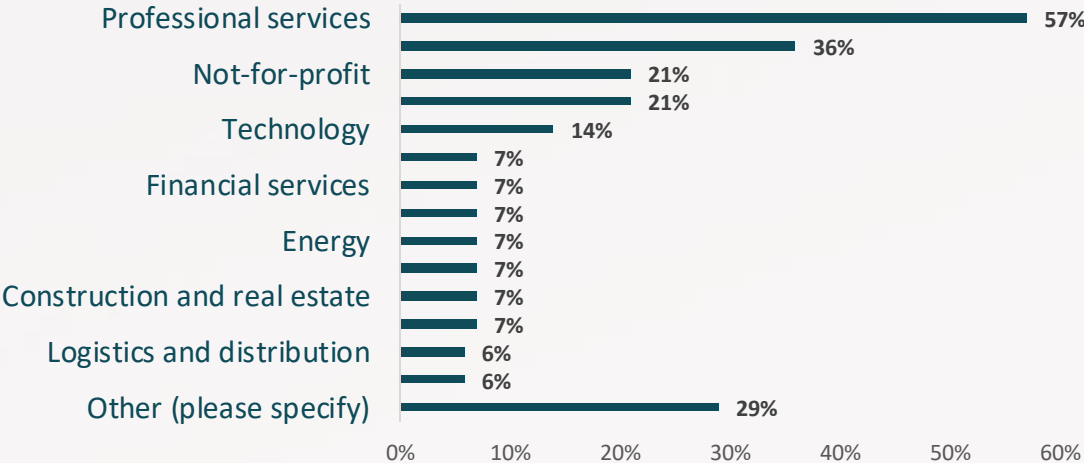
All employees are graduates - a third of whom also have post-graduate qualifications.

Please select the single functional area where you have most experience



A third (29%) identify Customer Service as the area where they have most experience.

Please select the sector(s) where you have material experience

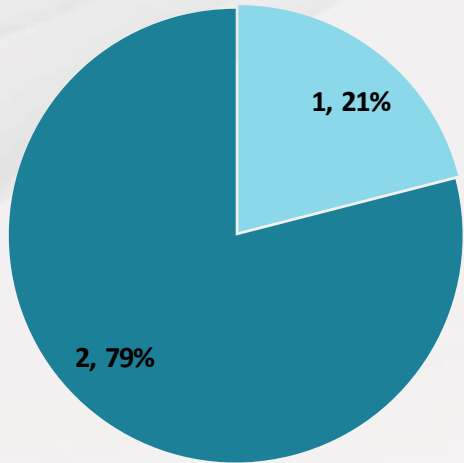


Most employees (57%) have Professional services background.

Identity

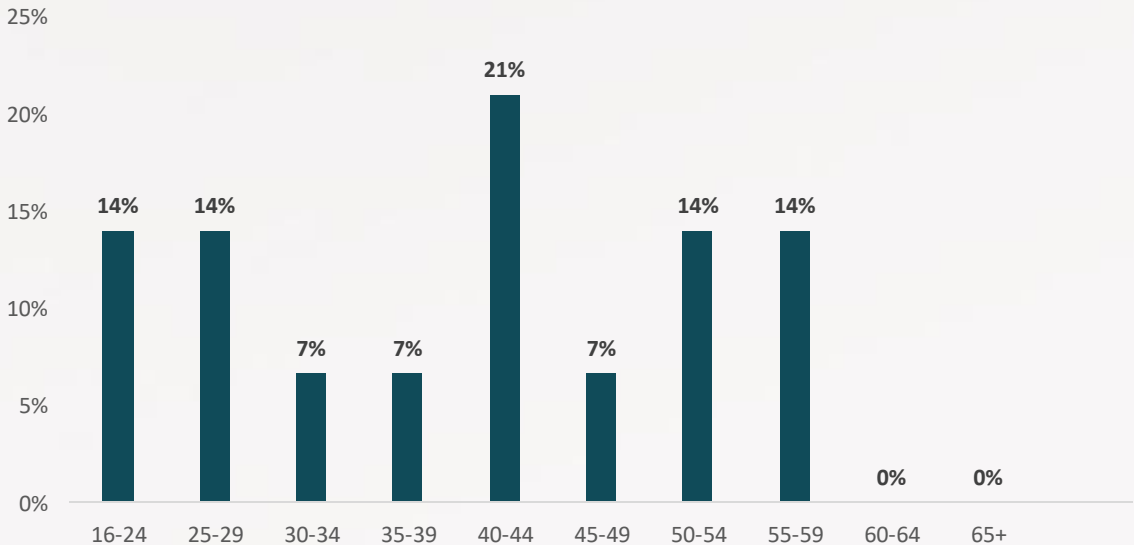
Age, gender, ethnicity

How would you describe your gender?



The majority of Winmark employees are female (79%).

How old are you?



There are a wide spread of ages amongst Winmark employees, although none are aged over 60.

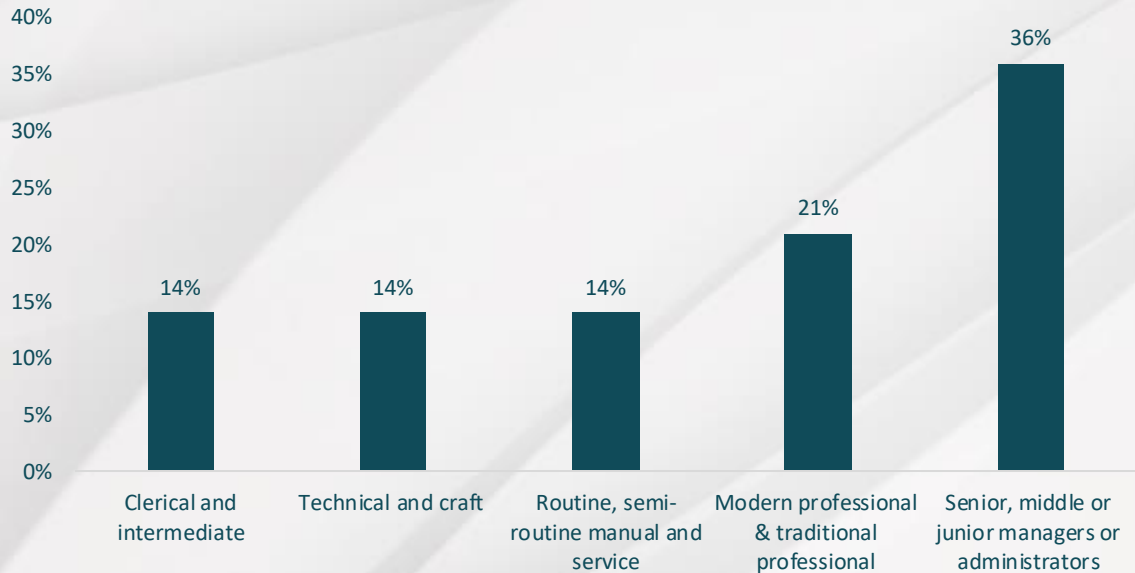
Ethnicity	% of employees
English / Welsh / Scottish / Northern Irish / British	29%
Chinese	7%
European	7%
Indian	7%
Irish descent	7%
Middle Europe	7%
Romanian	7%
Vietnamese	7%
White	7%
White and Caribbean	7%
White and Turkish Cypriot	7%

- 29% of employees are of English/Welsh/Scottish/National Irish/British ethnicity.
- A range of other ethnicities record each 7%.

Culture

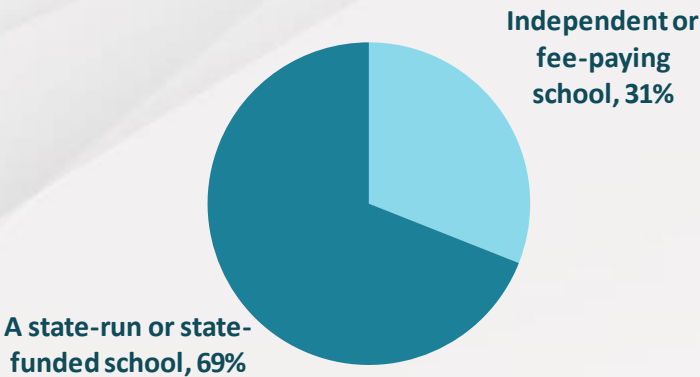
School, household earner level, parent's education

What was the occupation of your main household earner when you were about aged 14?



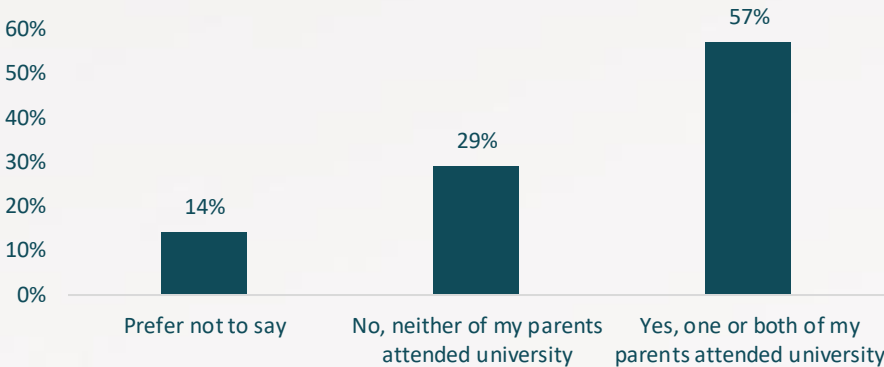
- When aged 14, Winmark employees had a main household earner from a wide range of professions - including Clerical, Manual, Service, Technical, Management and Administration jobs.
- Just over a third (36%) had a household earner who was a manager or administrator.

Which type of school did you attend for the most time between the ages of 11 and 16?



69% of Winmark employees attended a state school compared to 31% who attended an independent school.

Did either of your parents attend university and gain a degree (e.g. BA/BSc or equivalent) by the time you were 18?

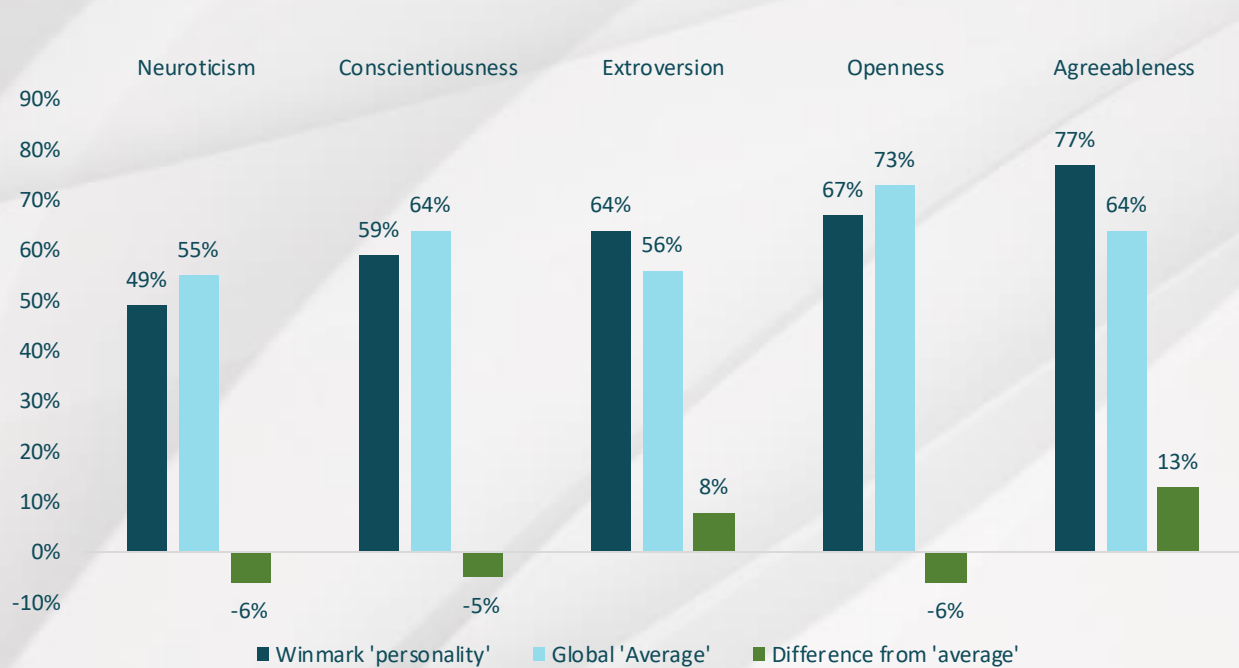


Most (57%) Winmark employees have at least one parent who attended university.

Personality

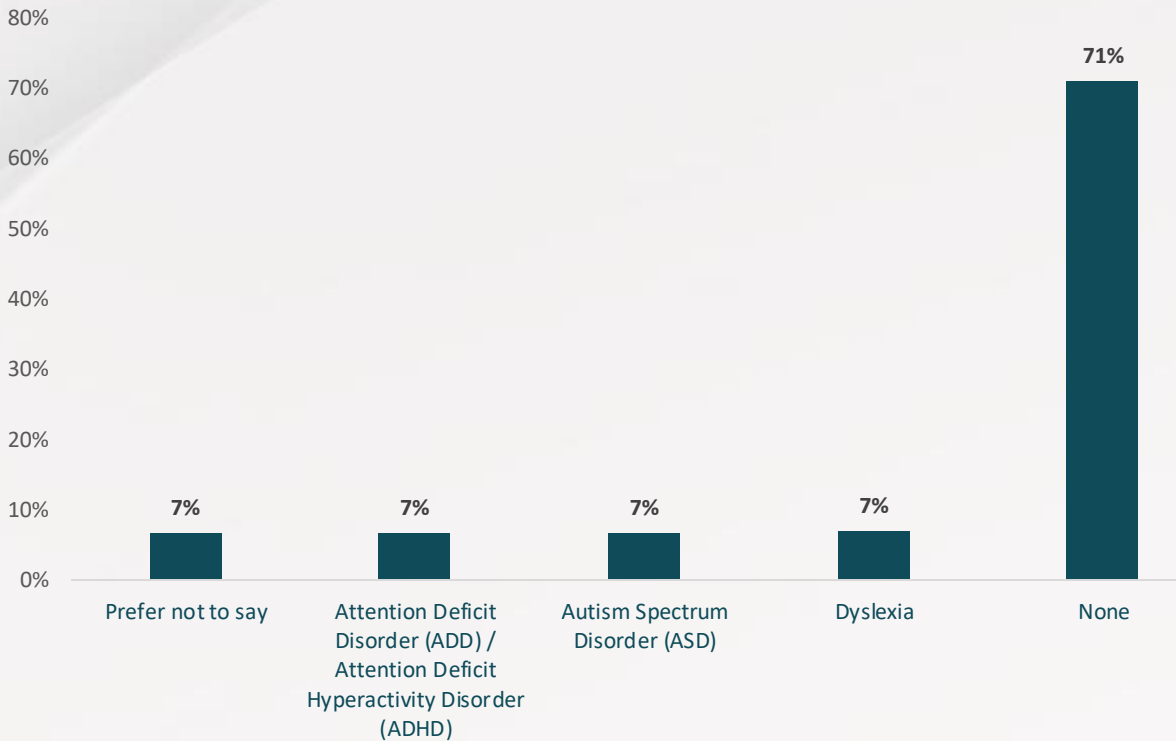
The 'big five' and neurodiversity

The Big Five Model - Personality traits summary



- For the five personality traits, Winmark is above the global average for 'extroversion' (64% compared to 56%) and 'agreeableness' (77% compared to 64%).
- Winmark is slightly below the global average for 'Neuroticism', 'Conscientiousness' and 'Openness'.

Do any of the following traits apply to you?



- 71% of employees state they do not have any neurodiverse traits.
- 7% identify for each of the following traits: ADD or ADHD, autism and dyslexia.

Belonging

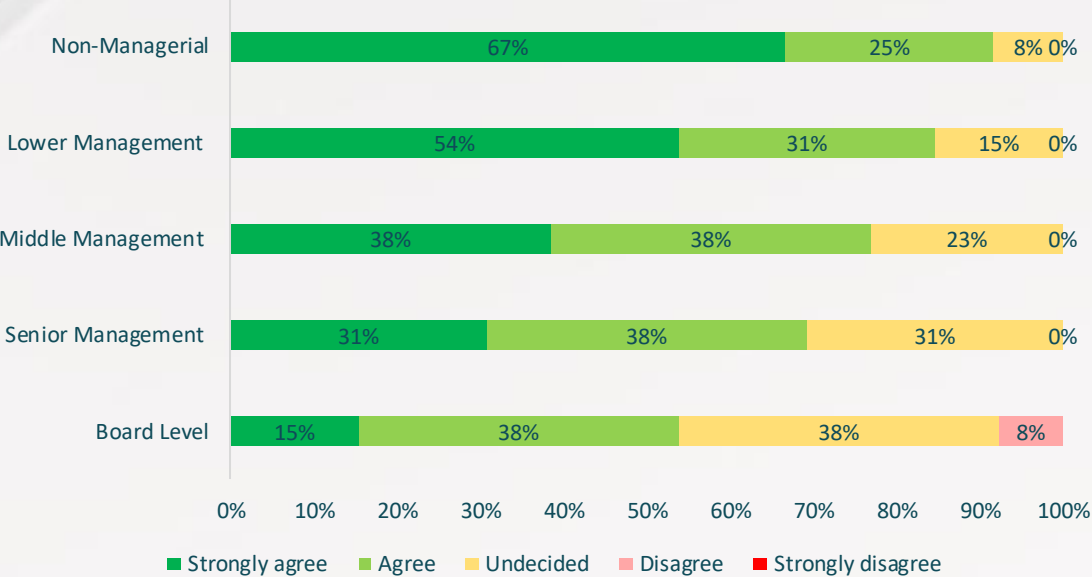
Diversity by seniority and promoting diversity

To what extent do you agree with the following statements



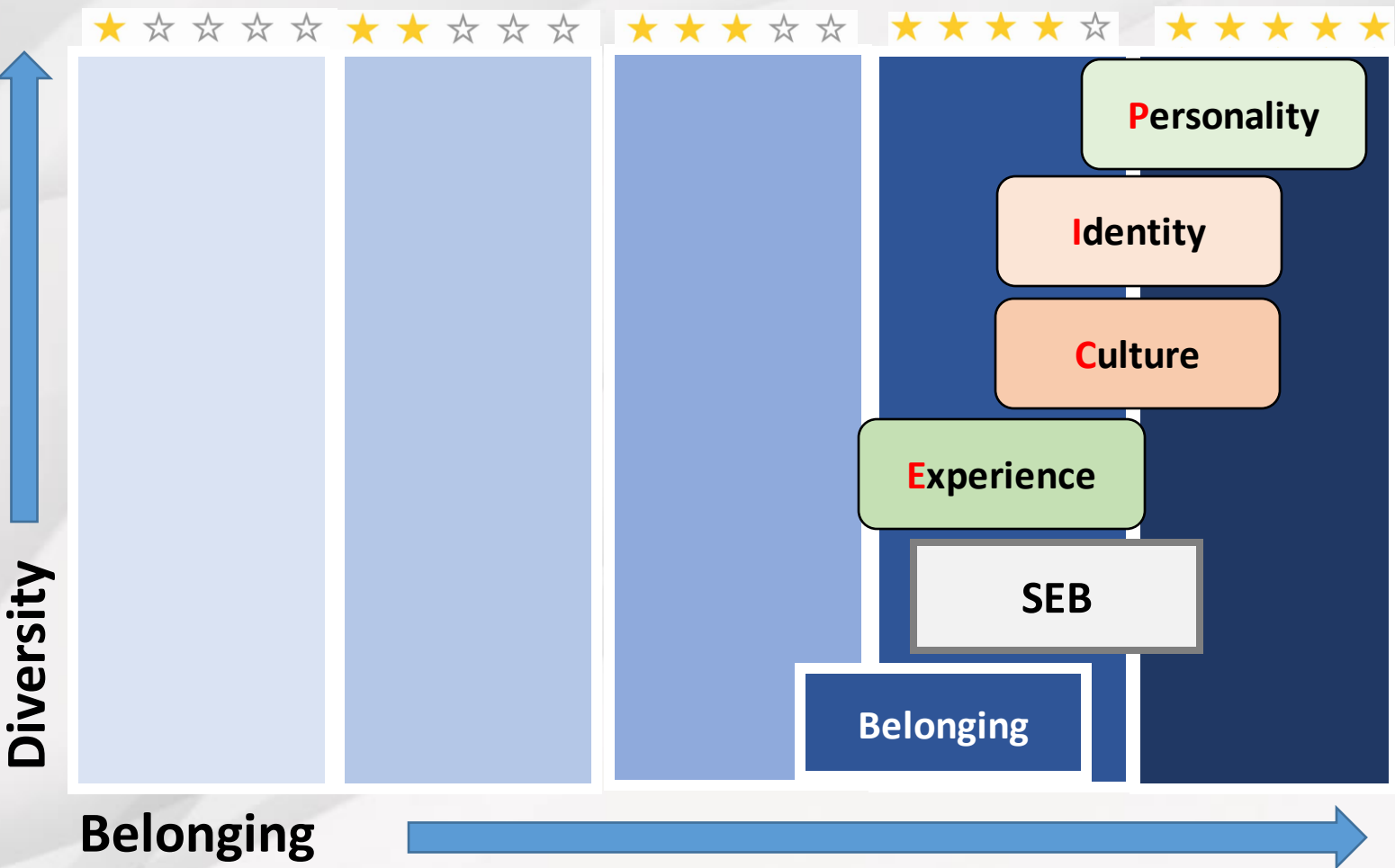
Overall, Winmark employees agree the firm promotes diversity in the business.

To what extent do you agree that the following teams in your organisation are sufficiently diverse?



Employees generally agree that teams are sufficiently diverse – although the proportion of ‘undecided’s’ increases with the seniority of the team.

Social Mobility Progress



“As the HR Director, I am delighted that Winmark has taken the Social Mobility Pledge and is actively fulfilling its commitments. It brings me immense joy to see our organisation prioritize and deliver on fostering social mobility by providing opportunities to individuals from diverse backgrounds, ensuring equal access to success and upward mobility within our workforce.”

Divya Kanani-Jones, HR Director

Pay Gap

Mean (average) gender pay gap for hourly pay is 15%

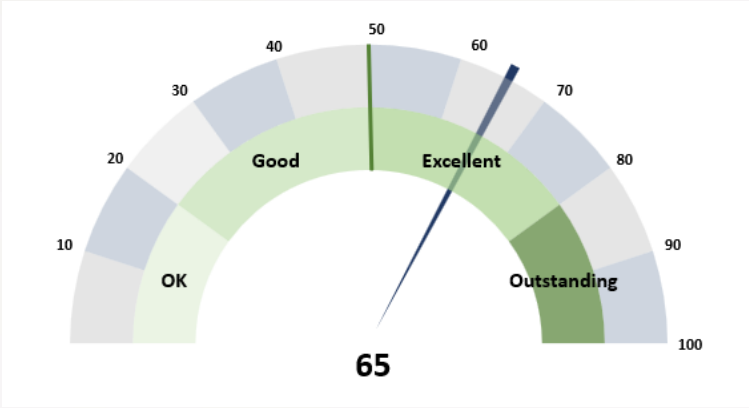
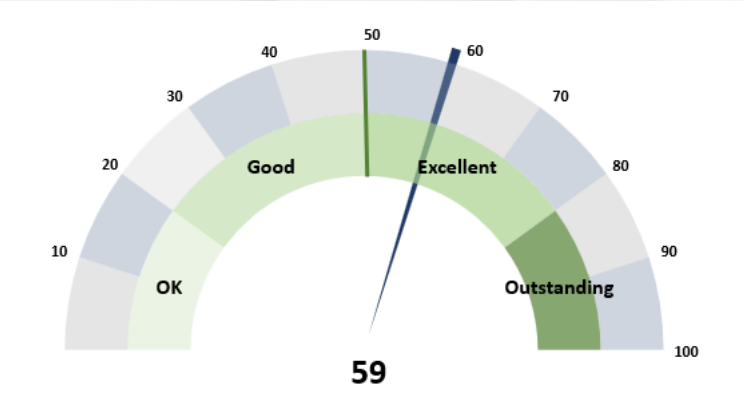
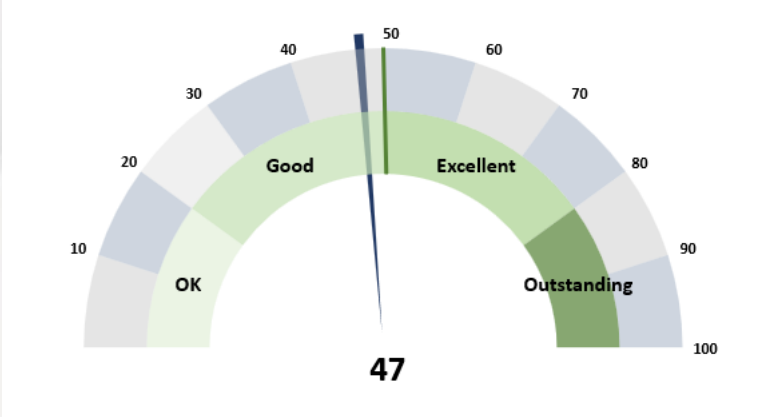
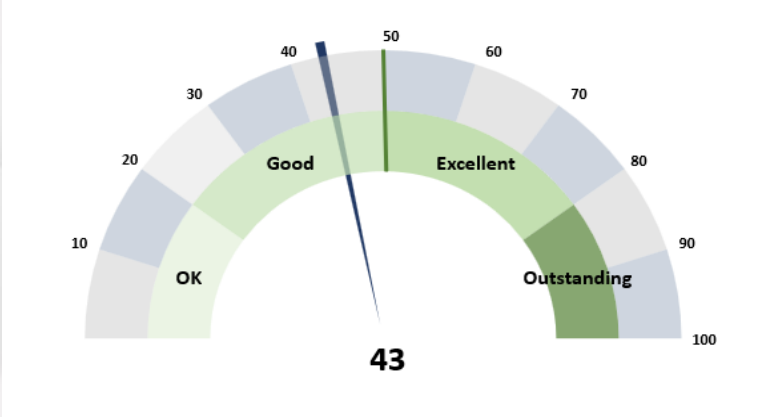
The gender pay gap measures the difference in average earnings between men and women across our workforce, without taking into account their role or level of seniority.

With a strong commitment to addressing gender pay gaps, we prioritize career development opportunities. We acknowledge that the predominance of females in our team contributes to this gap. At Winmark, we have observed a higher representation of women in Executive and Managerial positions compared to Director roles.

Our goal is to bridge this gap by promoting equal representation in senior positions and ensuring fair compensation for all employees.



Employee NPS (eNPS)



THE VALUES AND PRACTICE BEHIND OUR
COMMITMENT TO BEING A GOOD BUSINESS



GOOD GOVERNANCE The Governance of Winmark and its entities supports its purpose 'to inspire the global C-Suite to create value for all'

EMPLOYEE VOICES The Board of Winmark has employee representation and the CEO and Executive Team have an open door

PUBLIC TRANSPARENCY Transparent reporting on diversity, pay and the environmental impact of Winmark

SOCIETAL SPONSORSHIP Winmark has a Profit Share, a Family Fund and invests in Charity Memberships, Diversity Bursaries and Social Mobility initiatives

A GOOD VALUE CHAIN Winmark operates a part of a sustainable supply chain featuring long-term relationships with suppliers, partners and clients

CLIENT COMMITMENT Winmark reports to external client advisory panels and has a public commitment to deliver value and excellence to clients

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