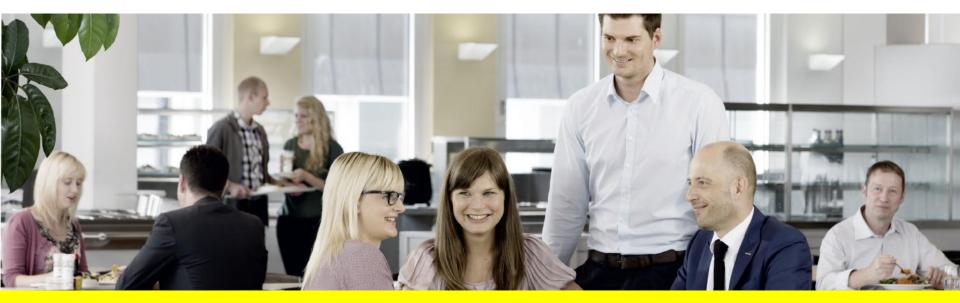


makes a difference



# **GENDER PAY GAP REPORT TO APRIL 2021-2022**

Kärcher (UK) Ltd

## **SUMMARY OF GENDER PAY GAP REPORT**

	2022 Mean (Ave)	2022 Median (Middle)	2021 Mean (Ave)	2021 Median (Middle)	2020 Mean (Ave)	2020 Median (Middle)	2019 Mean (Ave)	2019 Median (Middle)
Gender Pay Gap	23.89%	27.30%	24.6%	20.01%	26.06%	26.62%	24.4%	19.57%
Gender Bonus Gap	58.71%	11.78%	68.94%	16.86%	62.08%	65.31%	69.63%	37.98%

	2022 % Male	2022 % Female	2021 % Male	2021 % Female
Received Bonus	82.93%	83.00%	89.24%	87.50%
Upper Quartile	69.70%	30.30%	71.88%	28.13%
<b>Upper Middle Quartile</b>	87.88%	12.12%	80.95%	19.05%
Lower Middle Quartile	59.09%	40.91%	57.81%	42.19%
Lower Quartile	31.82%	68.18%	42.86%	57.14%



### **GENDER PAY GAP FOCUS**

#### Focus on talent

- . We continue to encourage career and talent development for women within Kärcher (UK) Ltd.
- Where certain roles are heavily dominated by male employees, we continue to actively encourage applications from females Linkedin, Indeed, Agencies
- 2022 introduction of Kärcher Womens Network specifically to support women with career workshops, mentoring programmes, inspirational talking sessions by external speakers

#### Development of our Leaders

- · Training for managers includes unconscious bias, diversity, equality rights, workplace policies and integrity guidelines
- Consistent and transparent succession planning pipeline to senior roles for women in Kärcher (UK) Ltd.
- · We actively source Future Leader networking groups for our female employees ensuring gender equality among our management team
- Comprehensive 3 Year Training Programme introduced using outsourced training provider this includes Coaching, Mentoring and delivery of effective Performance Reviews & Talent management.

#### Inclusion

- · We continue to develop evidence based measurements to aid with reducing the gender pay gap
- . Enhanced Maternity Pay to support women and encourage them to return to work. More flexible working request granted for women returning to the work place after parental leave
- Ensure our policies and ways of working permit our workforce to deliver top performance introduction of hybrid working 3 days a week in the office and 2 days at home
- · Introduction of Employee Value Programme from induction through to retention. Each area focusing on talent reviews 9 Box talent box %males and %females, salary benchmarking etc
- · Flexible working to be considered in Sales this may encourage more women to apply for roles currently dominated by men
- Well being Ambassadors x 15 fully trained and ready to support all employees
- · Introduction of Menopause Policy and enhanced Special Leave Policy to include more support for women and partners suffering miscarriage/ectopic pregnancies/fertility issues

This Gender Pay Gap statement was approved by the Managing Director of Kärcher (UK) Ltd.

Simon Keeping, Managing Director



