

# KÄRCHER

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%
Upper Middle Quartile	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**

