



KÄRCHER

GENDER PAY GAP REPORT TO APRIL 2022-2023

Kärcher UK Ltd

SUMMARY OF GENDER PAY GAP REPORT

| | 2023 Mean (Ave) | 2023 Median (Middle) | 2022 Mean (Ave) | 2022 Median (Middle) | 2021 Mean (Ave) | 2021 Median (Middle) | 2020 Mean (Ave) | 2020 Median (Middle) |
|-------------------------|-----------------|----------------------|-----------------|----------------------|-----------------|----------------------|-----------------|----------------------|
| Gender Pay Gap | 20.25% | 24.23% | 23.89% | 27.30% | 24.6% | 20.01% | 26.06% | 26.62% |
| Gender Bonus Gap | 63.12% | 49.93% | 58.71% | 11.78% | 68.94% | 16.86% | 62.08% | 65.31% |

| | 2023 % Male | 2023 % Female | 2022 % Male | 2022 % Female |
|------------------------------|-------------|---------------|-------------|---------------|
| Received Bonus | 98.35% | 92.52% | 82.93% | 83.00% |
| Upper Quartile | 70.67% | 29.33% | 69.70% | 30.30% |
| Upper Middle Quartile | 86.67% | 13.33% | 87.88% | 12.12% |
| Lower Middle Quartile | 67.11% | 32.89% | 59.09% | 40.91% |
| Lower Quartile | 33.33% | 66.67% | 31.82% | 68.18% |

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.
- In 2022 we introduced our Employee Value Proposition – strategic emphasis on developing, retaining and progressing employees from within the company.

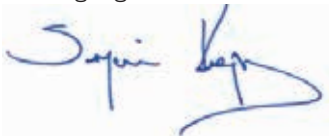
DEVELOPMENT OF OUR LEADERS

- 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. A number of women have been selected for Women in Leadership Programme run by CBI. We now have female representation on the CBI Council in West Midlands.
- 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