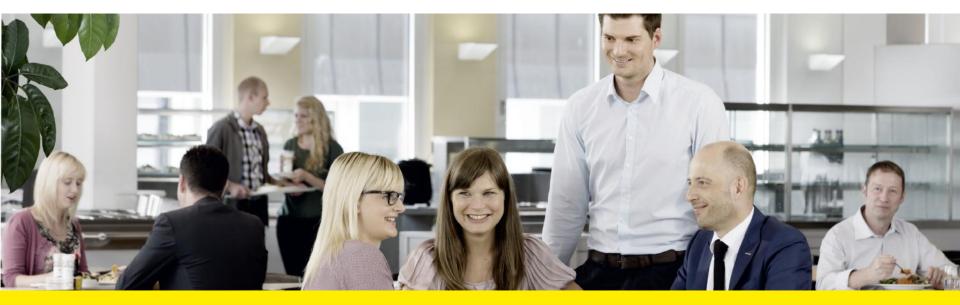


makes a difference



# **GENDER PAY GAP REPORT TO APRIL 2023-2024**

Kärcher (UK) Ltd

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

	2023 Mean (Average)	2023 Median (Middle)	2022 Mean (Average)	2022 Median (Middle)	2021 Mean (Average)	2021 Median (Middle)	2020 Mean (Average)	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
Received Bonus	98.35%	92.52%
Upper Quartile	70.67%	29.33%
Upper Middle Quartile	86.67%	13.33%
Lower Middle Quartile	67.11%	32.89%
Lower Quartile	33.33%	66.67%



#### **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.

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

#### 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

