

KÄRCHER

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.

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

