

# KÄRCHER

makes a difference



## **GENDER PAY GAP REPORT TO SNAP SHOT APRIL 5TH APRIL 2025**

Kärcher (UK) Ltd

# SUMMARY OF GENDER PAY GAP REPORT - SNAPSHOT DATE 5 APRIL 2025

	2025 Mean (Ave)	2025 Median (Middle)	2024 Mean (Ave)	2024 Median (Middle)	2023 Mean (Ave)	2023 Median (Middle)	2022 Mean (Ave)	2022 Median (Middle)	2021 Mean (Ave)	2021 Median (Middle)
<b>Gender Pay Gap</b>	18.46%	24.77%	18.52%	18.82%	20.25%	24.23%	23.89%	27.30%	24.6%	20.01%
<b>Gender Bonus Gap</b>	75.63%	28.51%	67.75%	70.54%	63.12%	49.93%	58.71%	11.78%	68.94%	16.86%

	2025 % Male	2025 % Female	2024 % Male	2024 % Female
<b>Received Bonus</b>	96.19%	94.5%	91.81%	91.05%
<b>Upper Quartile</b>	68%	32%	73.08%	26.92%
<b>Upper Middle Quartile</b>	82.67%	17.33%	85.90%	14.10%
<b>Lower Middle Quartile</b>	67.57%	32.43%	71.79%	28.21%
<b>Lower Quartile</b>	42.67%	57.33%	38.46%	61.54%

# 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
- In 2024 we conducted a Skills Gap Analysis and developed Personal Development plans that resulted in several internal promotions for women

## DEVELOPMENT OF OUR LEADERS

- Skills based interview process introduced to evaluate candidates on tasks they will be performing in the role. Predefined questions for all candidates to avoid bias.
- Selection process involves anonymising names from CV's
- Consistent and transparent succession planning pipeline to senior roles for women in Kärcher (UK) Ltd.
- Salary Benchmarking exercises conducted regularly, identify and review any pay gaps

## 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 10 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.  
**Gareth Prosser, Managing Director**

