

KÄRCHER

makes a difference



GENDER PAY GAP REPORT APRIL 2016 TO APRIL 2017

Kärcher (U.K.) Ltd

INTRODUCTION

Kärcher is a leading worldwide provider of cleaning technology. In 2017 the family company achieved the highest turnover in its history of EUR 2.5 billion. With high pressure cleaner and ultra-high pressure cleaners, vacuum and steam cleaners, pumps for the home and garden, sweepers and scrubber-driers, car washes, cleaning products, dry ice shot-blast machines, drinking and waste water treatment plants, water dispensers and electronic data transmission based fleet management, Kärcher offers innovative solutions to problems. They include coordinated products and accessories together with advice and service.

Kärcher (U.K.) Ltd. operates as a sales and distribution company as part of the Kärcher Group and wants a diverse and gender-balanced workforce which reflects the customers and communities it serves. We are committed to supporting women in the workplace and addressing gender representation.

All companies with 250 or more employees are now required to publish their gender pay gap under new legislation that came into force in April 2017.

Employers have to publish the gap in pay between men and women on (based on the hourly rate of pay) as follows:-

- A **median** basis – if all company employees were lined up in a female line and a male line, in order of pay highest to lowest (hourly rate), this figure compares the pay of the female in the middle of that line to that of a male in the middle of his line.
- A **mean** basis – this shows the difference in average hourly rate of pay between men and women

In addition to the above, employers are required to disclose the distribution of gender pay by quartile – this means splitting the workforce into four groups based on hourly pay and showing the proportion of men and women in each group.

We are also required to disclose the percentage of the workforce receiving bonuses by gender and the gender gap on those bonuses.

The gender pay gap is not to be confused with “equal pay.” Equal pay is the difference in pay between a man and women who carry out the same or similar jobs.

Therefore, because different jobs pay differently and the number of men and women performing these jobs varies, a gender pay gap exists.

SUMMARY OF GENDER PAY GAP REPORT

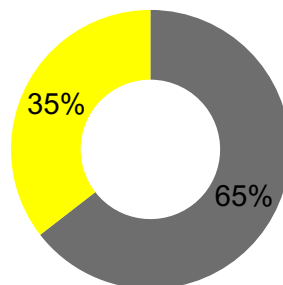
	Mean (Average)	Median (Middle)
Gender Pay Gap	24.4%	15.7%
Gender Bonus Gap	64.5%	53.6%

Quartile	% Male	% Female
Upper Quartile	81%	19%
Upper Middle Quartile	73%	27%
Lower Middle Quartile	56%	44%
Lower Quartile	53%	47%

GENDER BALANCE AS AT APRIL 2017

Gender Balance as at April 2017

■ % Male employees ■ % Female employees



GENDER PAY GAP AS AT APRIL 2017

The Company's "Mean" (average) gender pay gap is reported as 24.4%. This is strongly influenced by the salaries and gender make-up of our sales teams. Our sales people are predominantly males and their higher salaries, relative to other employees, significantly increases the average male pay at Kärcher (U.K.) Ltd.

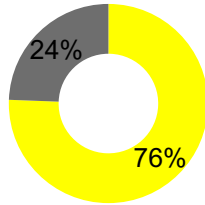
The Company's "Median" (middle) gender pay gap is reported as 15.7%. Our Median gender pay gap is lower than the reported UK National average (18.1%).

	Mean (Average)	Median (Middle)
Gender Pay Gap	24.4%	15.7%

GENDER BONUS PAY GAP AS AT APRIL 2017

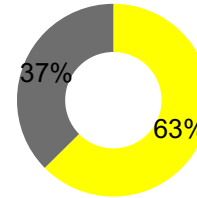
Male Bonus

■ Received a bonus ■ No bonus received



Female Bonus

■ Received a bonus ■ No bonus received



	Mean (Average)	Median (Middle)
Gender Bonus Gap	64.5%	53.6%

GENDER BONUS PAY GAP AS AT APRIL 2017

- The Company's "Mean" (average) gender bonus pay gap is reported as 64.5%. This is strongly influenced by the bonus/commission schemes and gender make-up of our sales teams. Our sales people are predominantly males and their potential to earn higher bonus/commission payments, relative to other employees, significantly increases the average male bonus pay at Kärcher.
- The Company's "Median" (middle) gender bonus pay gap is reported as 53.6%. This again is strongly influenced by the bonus/commissions schemes and gender make-up of our sales teams. Our sales people are predominantly males and their potential to earn higher bonus/commission payments, relative to other employees, significantly increases the average male bonus pay at Kärcher.

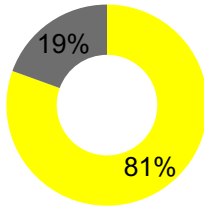
GENDER PAY QUANTILES AS AT APRIL 2017

Quartile	Male employees	Female employees
Upper Quartile	62	15
Upper Middle Quartile	56	21
Lower Middle Quartile	43	34
Lower Quartile	40	36

GENDER PAY QUANTILES AS AT APRIL 2017 (%)

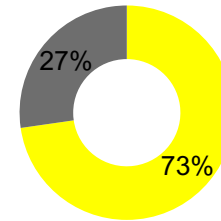
Upper Quartile

■ % Males in Quartile ■ % Females in quartile



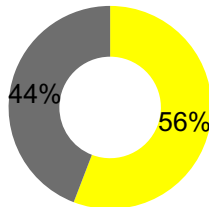
Upper Middle Quartile

■ % Males in Quartile ■ % Females in quartile



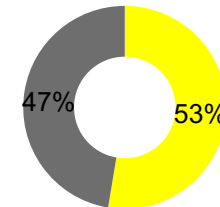
Lower Middle Quartile

■ % Males in Quartile ■ % Females in quartile



Lower Quartile

■ % Males in Quartile ■ % Females in quartile



GENDER PAY GAP FOCUS

Focus on talent

- Encourage and review career and talent development for women within Kärcher (U.K.) Ltd.
- Where certain roles are heavily dominated by male employees, we will actively encourage applications from females

Development of our Leaders

- Re-visit training for managers to include : unconscious bias, diversity, equality rights, workplace policies
- Consistent and transparent pipeline to senior roles for women in Kärcher (U.K.) Ltd.

Inclusion

- Develop evidence based measurements to aid with reducing the gender pay gap
- Ensure our policies and ways of working permit our workforce to deliver top performance

This Gender Pay Gap statement was approved by the Managing Director of Kärcher (U.K.) Ltd.

Simon Keeping, Managing Director

A handwritten signature in black ink that reads "Simon Keeping". The signature is written in a cursive, flowing style.