

# KÄRCHER

makes a difference



## **GENDER PAY GAP REPORT TO APRIL 2018**

Kärcher (UK) Ltd

# SUMMARY OF GENDER PAY GAP REPORT

	2018 Mean (Average)	2018 Median (Middle)	2017 Mean (Average)	2017 Median (Middle)
Gender Pay Gap	23.2%	16.3%	24.4%	15.7%
Gender Bonus Gap	59.1%	64.1%	64.5%	53.6%

	2018 % Male	2018 % Female	2017 % Male	2017 % Female
Received Bonus	91.8%	91.4%	75.6%	62.6%
Upper Quartile	77.9%	22.1%	81%	19%
Upper Middle Quartile	73.9%	26.1%	73%	27%
Lower Middle Quartile	56.5%	43.5%	56%	44%
Lower Quartile	52.9%	47.1%	53%	47%

# STATEMENT 2018

**Kärcher UK Limited 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.**

The Company's "Median" (middle) gender pay gap remains lower than the reported UK National average (17.9%) however, we operate in a traditionally male-dominated sector and the Company's gender pay gap is strongly influenced by the gender make-up of our sales and field service teams. Our sales people are predominantly males and their higher salaries, relative to other employees, significantly increases the average male pay at Kärcher UK. Likewise, our family-friendly policies and alternative work schedules, though open to all, tend to be more attractive to and utilised by more females than men, affecting the gender balance in our office environment.

As we focus strongly on home-grown talent, training and retaining our own, our recruitment is predominantly into junior/entry level positions; we recognise it will take time for the comparative gender balance of the lower quartiles to progress through the organisation and into bonus-paying roles, but are committed to creating an inclusive culture where women and men who wish to progress can do so without barriers.

Since our first published Gender Pay Gap report we have invested in enhanced performance management training and introduced succession planning for all employees. We have also appointed an Integrity Officer and communicated Integrity Guidelines which, along with our Code of Conduct, mandate equal opportunity advocacy.

# GENDER PAY GAP FOCUS

## Focus on talent

- Encourage and review 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

## Development of our Leaders

- Training for managers now 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.

## 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 (UK) Ltd.

**Simon Keeping, Managing Director**

