

Gender Pay Gap Report for Glen Dimplex Heating & Ventilation

Glen Dimplex Heating & Ventilation (GDHV) is part of Glen Dimplex Group. Part of the Irish business of GDHV is a division of, and trades through Glen Dimplex Ireland Unlimited.

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What is it

Under the Gender Pay Gap Information Act 2021, Irish companies are required to report on the Gender Pay Gap. The Gender Pay Gap should not be confused with the concept of equal pay for equal work. The existence of Gender Pay Gap does not necessarily mean women or men are not receiving equal pay. Rather the Gender Pay Gap is the difference in the average gross hourly pay of women compared with men in an organisation and therefore captures whether both genders are represented evenly across the organisation.

When

The legislation requires employers to choose a 'snapshot' date in June 2022. Glen Dimplex Heating & Ventilation has chosen 30 June 2022. The reporting period is defined as twelve months immediately preceding and including the snapshot date. The reporting deadline is six months after the snapshot date which for the purpose of this report will be 30 December 2022.

How

Glen Dimplex Heating & Ventilation is required to publish our Gender Pay Gap Report on our website, so the report is accessible to employees and members of the public. Information must be available for at least 3 years after publication date.

What is the Gender Pay Gap?

The Gender Pay Gap is the difference on average across a population between men's and women's pay. The Gender Pay Gap is usually represented as the average difference in gross hourly earnings of men and of women, expressed as a percentage of men's average gross hourly earnings. A Gender Pay Gap which is positive indicates that, on average across the employed population, women are in a less favourable position than men. Where the gender pay gap is negative, this indicates the reverse that, on average, men are in a less favourable position than women.

The Mean Pay Gap

The mean Gender Pay Gap is the difference between women's mean hourly wage and men's mean hourly wage. The mean hourly wage is the average hourly wage across the entire Company.

The Median Pay Gap

The Median Pay Gap is the difference between women's median hourly wage and men's median hourly wage. The median hourly wage is calculated by ranking all employees from the highest paid to the lowest paid and taking the hourly wage of the person in the middle.

The Quartiles

Pay quartiles are calculated by splitting employees in Glen Dimplex Heating & Ventilation into four even groups according to their level of pay. Looking at the proportion of men and women in each quartile gives an indication of the gender representation at different levels of the Company.



Gender

The proportion of Male and Female employees in Glen Dimplex Heating & Ventilation:



Quartiles

The % of each quartile which Male and Female employees make up

Quartile	Male	Female
Lower	19%	34%
Lower Middle	23%	28%
Upper Middle	25%	24%
Upper	32%	14%

Reviewing the distribution of employees across each quartile helps to examine pay at different levels of the organisation. While the Lower Middle and Upper Middle quartiles are quite close for both Males and Females there is a higher proportion of males in the upper quartile which reflects the nature of the Manufacturing and Engineering Industry.

Mean and Median Hourly Remuneration

The mean and median gender pay gap, grouped by all employees, part time employees, and temporary employees.

Employee Group	Mean Gender Pay Gap	Median Gender Pay Gap
All Employees	19%	13%
Part Time Employees	-13%	-1%
Temporary Employees	-17%	0%

While the Mean and Median Gender Pay Gap for all employees are 19% and 13%, the mean and median Gender Pay Gap for part time and temporary employees is in favour of female employees and no Median Gender Pay Gap exists for Temporary employees.

Benefit in Kind

Proportion of male and female employees that received benefits in kind.

	Male	Female
Percentage of employees who received a benefit in kind	2%	1%

The proportions of employees who receive a benefit in kind is relatively low and there is little variation between genders.



Bonus

Proportion of male and female employees that received bonus.

	Male	Female
Percentage of employees who received bonus	80%	89%

The proportions of employees of both genders who receive a bonus is relatively high.

Mean and Median Bonus

The mean and median gender pay gap, for all of those who received bonus remuneration grouped by all employees, part time employees, and temporary employees.

Employee Group	Mean Gender Pay Gap	Median Gender Pay Gap
All Employees	48%	43%
Part Time Employees	-154%	57%
Temporary Employees	27%	80%

The most notable figure in relation to the Mean and Median Bonus is for Part Time employees which is -154%. This figure indicates the gender pay gap is in favour of female employees and it is worth noting that 75% of all part time workers are female and are from a range of levels within the Company while the small number of males that are Part Time are predominantly from operative based roles and the majority were only employed for part of the reference period.

What are we doing to address our gender pay gap?

We are committed to equal opportunities and equal treatment for all employees. We have a clear policy of paying employees equally for the same or equivalent work, regardless of their sex (or any other protected characteristic). We carry out regular pay and benefits audits, as well as evaluating job roles and associated pay grades to ensure fairness.

Glen Dimplex Heating & Ventilation are confident that our gender pay gap is due to men and women working in different roles in the organisation and those roles have different salaries. We have taken the following steps to promote gender diversity:

- Exit interviews to identify the number of men and women leaving our organisation and their reasons for leaving,
- Recruitment application tracking to help us understand the number of men and women applying for jobs and being recruited
- Introducing a hybrid working model to support and attract diverse candidates to the organisation
- Flexible working to encouraging flexible working requests making it clear that we will consider requests from all employees to work flexibly, regardless of their role and level of seniority, and that flexible working is not just part-time working
- We continue to develop and re-distributed our family friendly policies
- Health & Wellbeing initiatives to offer increased benefits.

By themselves, none of these initiatives will remove the gender pay gap - and it may be several years before some have any impact at all. In the meantime, every year we will tell you what we're doing to reduce the gender pay gap and the progress that we're making.

