

Gender Pay Gap Report for Glen Dimplex Heating & Ventilation

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

Gender Pay Gap Report for the snapshot date 5 April 2022.

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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 mean gender pay gap is 24%.
- The median gender pay gap is 28%.

Bonus Gender Pay Gap

- The mean gender bonus gap is -179%.
- The median gender bonus gap is 60%.

The proportion of male employees receiving a bonus is 24% and the proportion of female employees receiving a bonus is 16%.



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.

Table 1: Pay quartiles by gender

Band	Males	Females	What is included in this band?
A	61%	39%	All employees whose standard hourly rate is within the lower quartile
B	61%	39%	All employees whose standard hourly rate is more than the lower quartile but the same or less than the median
C	65%	35%	All employees whose standard hourly rate is more than the median but the same or less than the upper quartile
D	86%	14%	All employees whose standard hourly rate is within the upper quartile

A quartile is one of four equally sized groups created when a selection of numbers in ascending order are divided into four. The "lower quartile" is the lowest group. The "upper quartile" is the highest group.

The figures in this table have been calculated using the standard methods used in the Equality Act 2010 (Gender Pay Gap Information) Regulations 2017.

Why do we report on gender pay?

Legally, men and women must receive equal pay for:

- the same or broadly similar work.
- work rated as equivalent under a job evaluation scheme; or
- work of equal value.



We are committed to equal opportunities and equal treatment for all employees, regardless of sex, race, religion or belief, age, marriage or civil partnership, pregnancy/maternity, sexual orientation, gender reassignment or disability. We have a clear policy of paying employees equally for the same or equivalent work, regardless of their sex (or anything else listed above). We:

- carry out regular pay and benefits reviews
- evaluate positions and pay to ensure fairness.

Glen Dimplex Heating & Ventilation are confident that our gender pay gap is not because we pay men and women differently for the same or equivalent work. Instead, our gender pay gap is because men and women work in different roles in the organisation and those roles have different salaries.

Across the UK economy, men are more likely than women to be in senior roles (especially very senior roles at the top of organisations). Women are more likely than men to be in front-line roles at the lower end of the organisation. Men are more likely to work in technical and IT-related roles, which are paid more highly than other roles at similar levels of seniority. Women are also more likely than men to have had breaks from work that have affected their career progression, for example to bring up children. They are also more likely to work part time, and many of the jobs that are available across the UK on a part-time basis are relatively low paid.

This pattern from the whole of the UK economy is reflected in the make-up of our organisation. The majority of administration roles are held by women, whereas the majority of line manager and senior manager positions were held by men in April 2022.

The table above shows our workforce divided into four equal-sized groups based on hourly pay rate. A and B includes the lowest-paid 25% of employees (the lower quartile) and C and D covers the highest-paid 25% (the upper quartile). If we had no gender pay gap, there would be an equal ratio of men to women in each band. However, instead, 61% of the employees in band A are men and 39% women. The percentage of males in the lower quartile is higher to the female %. The female and male employees in band B and C is a higher % of males. Band D decreases in our upper quartile to 14% female and 86% male which remains the same from previous year.



Overall statistics

According to ONS (Office of National Statistics) The gender pay gap has been declining slowly over time. Over the last decade it has fallen by approximately a quarter among both full-time employees and all employees. In 2022, the gap among full-time employees increased to 8.3%, up from 7.7% in 2021.

According to the CIPD over the coronavirus (COVID-19) pandemic period, earnings estimates were affected by changes in composition of the workforce and the impact of the Coronavirus Job Retention Scheme (furlough) making interpretation difficult; also, data collection disruption and lower response rates mean that, for 2020 and 2021, data were subject to more uncertainty and should be treated with caution.

Closing the gender pay gap is not a quick and easy fix. It requires a meaningful, consistent, and sustained shift in cultural norms.

What are we doing to address our gender pay gap?

We are committed to doing everything we can to progressively reduce the gap. However, we also recognise that this is a difficult task. For example, we have no control over what people choose to study or the career choices that they make.

We have taken the following steps to advance gender diversity in the workplace:

- **Exit interviews** to identify the number of men and women leaving our organisation and their reasons for leaving.
- **Recruitment application tracking** – promoting diversity in applicant short listing and understanding the gender of candidates applying for jobs and being recruited
- **Recruiting, promotion & development** – we have made significant progress recruiting a more culturally diverse Senior team increasing the % of females into senior roles.
- **Flexible working** – New ways of working have been embraced including flexible working for employees able to work flexibly, regardless of their role and level of seniority.
- **Reviewing, Updating and communicating family friendly policies** – we continuously review and communicate changes to our policies.
- **Health & Well-being** – we actively promote initiatives that focus on personal health and wellbeing and have developed a network of Mental Health First Aiders. We strive to ensure a diverse group of Mental Health First Aiders in relation to sex, background and job role.
- **Gender Pay Gap Reporting** – reviewing each year and agreeing any further initiatives.



- **Workforce planning** – identifying future talent and planning across 3-5 years including steps that can be taken to enhance diversity.
- **Menopause training** – developing a culture to promote and understand how to further support women in the workplace.
- **International Women’s Day** – promoting and recognising the contribution that women make to encourage conversations which assist in developing a diverse culture.

Awareness and insight help us to make continuous progress on closing the gender pay gap. We remain focused on taking steps that make a meaningful difference in the knowledge that each modest step can, when combined, make a sustained positive difference over time.

I, Bryce Dyer, Chief People Officer confirm that the information in this statement is accurate.

Signed



Date

23 March 2023

