

Gender Pay statement 2022

We, Hunter Douglas (UK) Limited, are an employer required by law to carry out Gender Pay Reporting under the Equality Act 2010 (Gender pay information) Regulations 2017.

This involves carrying out six calculations that show the difference between the average earnings of men and women in our organisation. It does not involve publishing data of individual employees.

All employees can update their records by contacting their HR representative.

The results have been published on our website and a government website. The snapshot date used for these calculations is 5th April 2021.

Pay for different jobs varies, as do the number of men and women performing them and this gives rise to a gender pay gap.

As a company we are committed to support women in the workplace. We will use the results of this exercise to assess:

- How to eliminate unconscious bias and understand the issues
- The levels of gender equality in our workplace
- The balance of male and female employees at different levels
- How to attract, retain and develop the talent of female employees
- Consider flexible working hours
- Build a workplace that encourages respect

On 5th April 2021 42.4% of staff were female and 57.6% were male.

The result of the average calculations are:

Mean gender pay gap	24.3%
Median gender pay gap	14.0%
Mean bonus pay gap	55.6%
Median bonus pay gap	0.0%

Proportion of employees receiving a bonus:

Females - 63.0% Males - 57.4%

The proportion of males and females in each quartile band are as follows:

<i>Pay quartile</i>	<i>Male employees</i>	<i>Female employees</i>
Lower	39.0%	61.0%
Second	55.9%	44.1%
Third	61.0%	39.0%
Upper	74.6%	25.4%



S Tattersall
Group Financial Controller