

Under the Equality Act 2010 (Gender Pay Gap Information) Regulations 2017 we have an obligation to calculate and publish certain information. The following report details this:

- Mean gender pay gap
 - This is the difference between the average of men’s and women’s hourly rate pay
- Median gender pay gap
 - This is the difference between the midpoints in the ranges of men’s and women’s hourly rate pay
- Mean bonus gender pay gap
- Median bonus gender pay gap
- Proportion of males receiving a bonus payment
- Proportion of males and females in each quartile pay band

The gender pay gap measures the difference between men and women’s average earnings and is expressed as a percentage of men’s pay. It is a broad measure that identifies the differences between male and female colleagues across the entire workforce regardless of job role.

Pay and Bonus Gap

The table below shows our overall mean and median gender pay gap, based on hourly rates of pay as at April 2019. It also captures the mean and median differences between bonuses paid to men and women at Glen Dimplex Home Appliances in the year prior to April 2019.

	Mean	Median
Pay	12.2%	19.2%
Bonus	39.9%	-213.7%

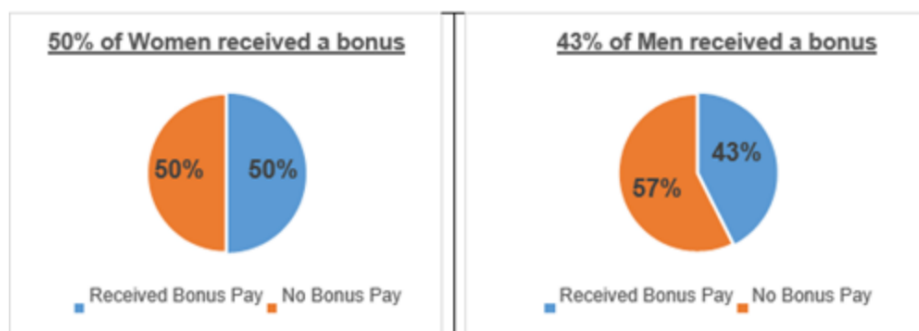
Our median gender pay gap is 1.9% more than the UK average of 17.3% reported by the Office of National Statistics.

Opportunity for bonus payments for both men and women are based on the same criteria.

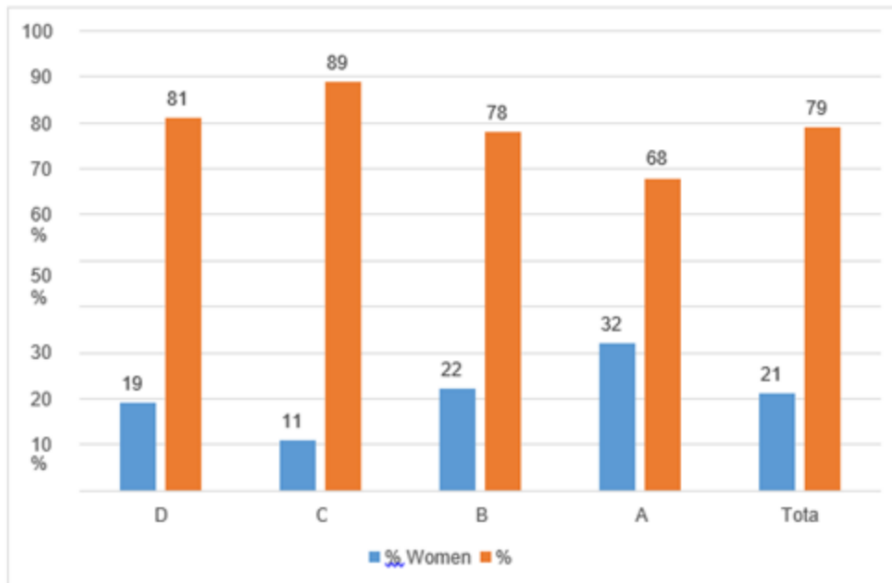
Proportion of colleagues awarded a bonus for 2019

The charts below show the proportion of Women and the proportion of Men who received bonus payments in the organisation for the year prior to April 2019.

Bonuses received for both men and women have increased, particularly for women receiving a bonus in comparison to 2018.



Pay Quartiles



This illustrates the gender distribution at Glen Dimplex Home Appliances across four equally sized quartiles, Quartile D being the highest paid and Quartile A being the lowest. There has been minimal variance since our last report in April 2019.

We are confident that men and women are paid equally for doing equivalent jobs across our business, and our Company is committed to equal opportunities for all colleagues.

The number of colleagues employed within our Company has decreased significantly since our last report which has widened our pay gap compared to last year.

Whilst our gender pay gap of 19.2% is above the UK average, we recognise there is more to do to close the gap, which we are committed to achieve through refreshing our Gender Pay Gap plan. This will include interventions such as embedding inclusion within our values and behaviours, reviewing our family support policies, having visible role models, introducing a new diversity & inclusion policy, reviewing our recruitment and promotion processes.

I confirm the data reported is accurate.



Mark Davison

Managing Director

1st April 2020