



# 2020 Gender Pay Report



## WELCOME TO OUR GENDER PAY REPORT

At Whirlpool we are committed to being the best global kitchen and laundry company, in constant pursuit of improving life at home. I am proud that our diverse team throughout the UK continues to positively impact the lives and homes of millions of families every year.

Inclusion & Diversity is a core value at Whirlpool Corporation because we know that drawing from diverse points of view improves our products, services, our teams, and each other. Yet we recognise we are on an ongoing journey and we are committed to new, bold goals and meaningful action to cultivate an even stronger inclusive and diverse workplace, as well as in the communities where we work and live. Inclusion creates a culture of belonging, diversity makes us better. Every day, with every effort, we strive to welcome, hear, respect, and value everyone because our strength at Whirlpool Corporation is in our differences.

In our commitment to Inclusion and Diversity, we continue to strive for a workforce as diverse as the customers we serve. Whirlpool Corporation is fully committed to transparency, measuring how we are doing, and understanding what it will take to improve.

I confirm that the data published in this report is accurate. It shows we have continued to make a number of positive improvements, my team and I are committed to continue this.

Andrzej Tuleja  
General Manager  
Whirlpool UK Appliances Ltd



## 2020 GENDER PAY STATISTICS (snapshot pay period 5th April 2020)

Difference in <b>Mean Pay</b>	<b>9.4%</b>
Difference in <b>Median Pay</b>	<b>17.1%</b>
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Difference in <b>Mean Bonus</b>	<b>2.4%</b>
Difference in <b>Median Bonus</b>	<b>36.0%</b>

## DIFFERENCE IN BONUS PAYOUT (based on 12 months period from 6th April 2019 to 5th April 2020)



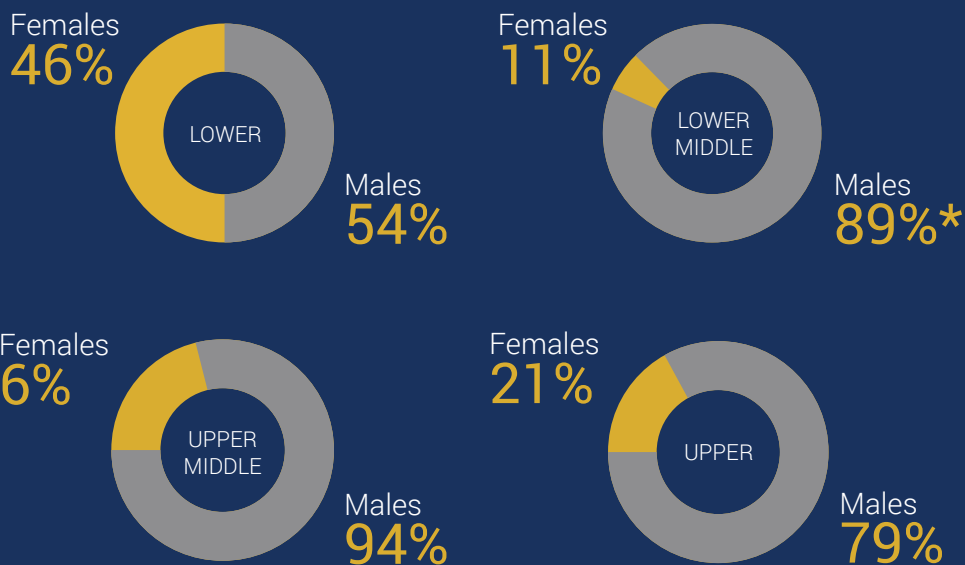
**90%**  
of women  
received  
a bonus\*



**92%**  
of men  
received  
a bonus\*

\*A bonus is defined as a sales bonus, performance incentive or company profit share scheme.

## QUARTILE RANGES (percentage of gender according to salary brackets)



\*Upper Middle Quartile: mainly engineers and drivers roles on the field.

In analysing our statistics in granular detail it is clear that our gender pay gap is not due to unequal pay for comparable roles. In fact it is driven by a higher proportion of men currently employed in traditionally male-dominated roles such as electrical and gas trained service engineers. These form a significant portion of our workforce and are roles that are typically higher paid as shown in the middle quartile data.



## LOOKING TO THE FUTURE



Within our business we're focused on being a great place to work and nurturing our talent to bring out the best ideas so we're very proud that in the UK we've been named as a Top Employer for 4 years running.

Our recruitment strategy is designed to seek the very best candidates from those already in the organisation whilst continuing to attract new talent. As the largest UK employer in the appliance manufacturing industry, both our Young Professionals and Women's Network give groups within our business support, guidance and help as they develop their careers through the business. Meanwhile, our EMPOWER programme brings together our high potential female talent to provide them with developmental opportunities to help them grow into future leaders.

This has led to more women in senior positions within the UK management structure which is shown in improvements in our data compared to previous years.

But whilst we have made progress, this is a constant journey of improvement so that Whirlpool Corporation continues to be a great place to work for everybody.

Whirlpool UK Appliances Ltd  
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[2017 Gender Pay Report](#)

[2018 Gender Pay Report](#)

[2019 Gender Pay Report](#)

