



2023 Gender Pay Report



WELCOME TO OUR GENDER PAY REPORT

We are committed to being the best global kitchen and laundry company, in constant pursuit of improving life at home. It is this vision that inspires our diverse team here in the UK to help improve life at home through our products and services for millions of families every year.

Inclusion & Diversity is one of our core values, because we know that drawing from diverse points of view improves our products, services, our teams, and each other. Yet we will always be on a journey to continuously improve and develop an even stronger inclusive and diverse workplace.

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 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. We are 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.



James Goldsmith
General Manager

2023 GENDER PAY STATISTICS (snapshot pay period 5th April 2023)

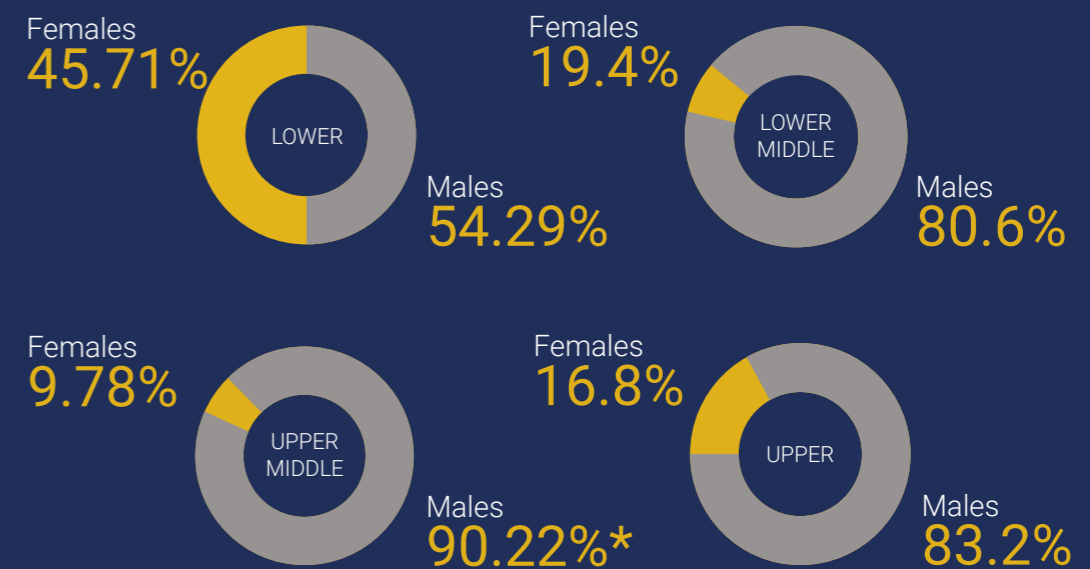
Difference in Mean Pay	6.18%
Difference in Median Pay	16.49%
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Difference in Mean Bonus	-33.6%
Difference in Median Bonus	21.85%

DIFFERENCE IN BONUS PAYOUT (based on 12 month period from 6th April 2022 to 5th April 2023)



*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



We're focused on being a great place to work and continually developing our colleagues so we're extremely proud that in the UK we've been named as a Top Employer every year for the last 7 years.

Our recruitment strategy seeks the very best candidates from those already in the organisation whilst continuing to attract new external talent and develop both. As the largest UK employer in the appliance manufacturing industry, our Young Professionals and Women's Network give groups within our business the support, guidance and help they need as they develop their careers through the business.

This has led to more women in senior positions within the UK management structure including our leadership team. We continue to make progress but everything we do is part of our commitment to improve so we remain a great place to work for all.

Morley Way, Peterborough, PE2 9JB

[2017 Gender Pay Report](#)

[2019 Gender Pay Report](#)

[2021 Gender Pay Report](#)

[2018 Gender Pay Report](#)

[2020 Gender Pay Report](#)

[2022 Gender Pay Report](#)