

Employee Communication: Gender Pay Gap Reporting

We are an employer required by law to carry out Gender Pay Reporting under the Equality Act 2010 (Gender Pay Gap 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 will not involve publishing individual employee's data.

We are required to publish the results on our own website and a government website. We have done this within one calendar year of April 5th 2018.

We can use these results to assess:

- The levels of gender equality on our workplace
- The balance of male and female employees at different levels
- How effectively talent is being maximised and rewarded

Gender Pay Reporting requires our organisation to make calculations based on employee gender. We establish this by using our existing HR and payroll records.

Difference in Hourly Rate

<u>Reporting Area</u>	<u>Result</u>
Mean Gender Gap	10.8%
Median Gender Gap	14.4%
Mean Bonus Gender Gap	63%
Median Bonus Gender Gap	21.9%

When comparing mean hourly rates, women are paid £0.90 for every £1 a man is paid, and when comparing median hourly rates, women are paid £0.86 for every £1 a man is paid.

Women's mean bonus pay is 63% lower than men's. Women's median bonus pay is 21.9% lower than men's.

Who received a Bonus?

Proportion of Males receiving a bonus	49%
Proportion of Females receiving a bonus	71%

The statistics above reveal that a higher proportion of women receive a bonus than men.

Proportion of Women in each Pay Quartile

Upper Quartile (highest paid)	39%
Upper Middle Quartile	31%
Lower Middle Quartile	54%
Lower Quartile (lowest paid)	53%

The challenge in our organisation and across Great Britain is to eliminate any gender pay gap. While we are aware that we have a gender pay gap, we feel this is derived from the fact that Spectrum Brands largely has a flat structure, with employee's in unique roles which gives us little room for comparing the pay of men and women. Nevertheless, measures are being taken to minimise the gender pay gap.



Stella Dawson
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For and on behalf of the company