



Gender Pay Gap Report

Spectrum Brands UK - 2025

*Current position refers to our April 2025 submission with
data from the previous year (April 2024 snapshot)*



Introduction to Gender Pay Gap

Gender Pay Gap reporting was introduced for private sector companies in 2017 with the aim of mandating employers to report and publish specific figures regarding any gap in pay which exists between males and females.

To comply with the legislation the Government requires the following actions to be completed by the company:

- *The results are required to be uploaded to the Governments bespoke portal (as percentages) by April each year*
- *The company must publish their results on the company's external website. Any additional commentary can be included to cover how the company plans to reduce or improve any reported pay gaps .*
- *A senior member of the business is required to sign off the results as accurate and publish a written statement which support the data*

Specifically, the report presents the difference in pay between males and females as an hourly comparator percentage and as a percentage difference in bonus pay. The company is also asked to present data regarding the proportions of the business as a male and female divide.

A snapshot date of 5th April is given to ensure parity across businesses and all calculations must be generated from the pay data which encapsulates this date. There is also a data requirement around bonus paid which is taken from all bonus paid across the previous year.

The measures are designed to deliver a representation across all roles irrelevant of role profile or hierarchy. As such, Gender Pay Gap reporting does not demonstrate differences in pay between men and women for doing the same role. This is an important indicator within the legislation. The Government has been clear in its directive that employees cannot use a company's gender pay gap as evidence to support equal pay claims.

Reporting this data annually provides us with a view of the makeup of our business relating to gender. It also allows us a platform for transparently sharing the work we have ongoing to support an inclusive and diverse culture.

Metric	Explanation
Mean gender pay gap in hourly pay (the average value)	<ul style="list-style-type: none">• The hourly rate of pay is calculated for each employee using April Payroll Data• The average male and female hourly rate is calculated by adding up all the values in each category and dividing by the number of records.• The average male hourly rate minus the average female hourly rate to give the difference, this is then divided by the male hourly rate to give a percentage.
Median gender pay gap in hourly pay (the middle value in a list)	<ul style="list-style-type: none">• The hourly rate of pay is calculated for each employee using April Payroll Data• Values are lined up in a list from smallest value to largest value to give a median hourly rate and a median female hourly rate• The middle value from both lists are taken away from each other to give the difference. This difference is then divided by the male figure to give the percentage.
Mean bonus gender pay gap (the average value)	<ul style="list-style-type: none">• Bonus amounts for the 12-month period before the snapshot date are totalled for each employee to give a total bonus amount.• The average male bonus minus the average female bonus rate to give the difference, this is then divided by the male hourly rate to give a percentage.
Median bonus gender pay gap (the middle value in a list)	<ul style="list-style-type: none">• Values are lined up in a list from smallest value to largest value to give a median hourly rate and a median female hourly rate• The middle value from both lists are taken away from each other to give the difference. This difference is then divided by the male figure to give the percentage.
Proportion of males and females receiving a bonus payment	<ul style="list-style-type: none">• The total number of males and females who received a bonus payment is presented as a percentage of the population.
Proportion of males and females in each pay quartile	<ul style="list-style-type: none">• All relevant employees ordered by lowest to highest hourly rate and then split into 4 equal sized quartiles.

Understanding the Metrics

The law states that all companies who are ‘relevant’ need to publish their data by the deadline each year.

- A relevant company is one which is UK based and has over 250 employees on the registered payroll.
- Those who fail to meet this requirement will be in breach of the legislation and will risk exposure to the Equality and Human Rights Commissioners enforcement policies. This could include legal action with resulting investigations and court fines.
- The government has also committed to ‘name and shame’ those who refuse or fail to publish which could result in reputational damage.
- The table provides an explanation for the key metrics which have to be included in our submission.

Our Results - 2025

In Spectrum Brands UK:

- Women earned £1.03 for every £1 that men earned (comparing median hourly pay)
- Women made up 42.0% of employees in the highest paid quarter, and 49.0% of employees in the lowest paid quarter
- 98.0% of women received bonus pay, compared with 90.0% of men
- Women's bonus pay was 1.6% higher than men's (comparing median bonus pay)



Hourly Pay

Women's median hourly pay was 2.6% higher than men's – this means they earned £1.03 for every £1 that men earn when comparing median hourly pay

Women's mean (average) hourly pay was 23.8% lower than men's



Bonus Pay

Women's median bonus pay was 1.6% higher than men's – this means they earned £1.02 for every £1 that men earn when comparing median bonus pay

Women's mean (average) bonus pay was 73.9% lower than men's

- 98.0% of women and 90.0% of men received bonus pay

External Summary Statement

Spectrum Brands UK Ltd are deeply committed to all aspects of equality and diversity and as such we welcome the opportunity to share our information. We firmly believe that sharing our Gender Pay Gap Report is an integral step in having more meaningful conversations with our people about equality and inclusion. The production of this report acts as a reminder that our responsibility as an organisation is to ensure we are exploring all opportunities to balance pay equally and fairly across our business to help guide and influence our people to reach their full potential through internal career progression.

We are pleased to report our gender pay gap benchmarks below the UK and Sector averages, however we recognise this topic is always going to be an ongoing challenge and there is always more work to be done to promote our opportunities and equality across all genders. We are confident that our gender pay gap is not caused by men and women being paid differently to undertake the same or similar duties, but is driven instead by the nature of our business and structure of our workforce; with certain roles naturally interesting specific audiences.

However as with any data its value is in the awareness it raises and the questions it prompts combined with the action we take. These statistics provide a valuable insight and an opportunity to challenge ourselves by asking “how do we **DO Different?**”

The data provided is accurate and meets the statutory requirements for Gender Pay reporting.

Thank you,

Amber Lane

Head of HR - UK & Ireland