

What is the Gender Pay Gap?

The “Gender Pay Gap” shows the difference between the mean and median earnings of men and women regardless of job role. This is not the same as “Equal Pay” which looks at the differences between men and women who carry out the same/similar job role or work of equal value.

The snapshot date for calculating this information is annually on 5th April and applies to any legal entity with in excess of 250 employees. The figures published for the Vaillant Group in the UK relate only to Vaillant Group UK Limited. Vaillant Group Industrial Limited and Vaillant Holdings both have less than 250 employees therefore they are not reportable.

Mean

The mean hourly pay gap is calculated by adding the individual hourly pay rates for all men divided by the total number of men and the individual hourly pay rates for all women divided by the total number of women. The difference between the two is the mean hourly pay gap

Median

The median average pay gap is the difference between the hourly pay of the mid point male and mid point female when employees are listed this is the median hourly pay gap

Vaillant Group UK Ltd April 2024 pay gap figures:

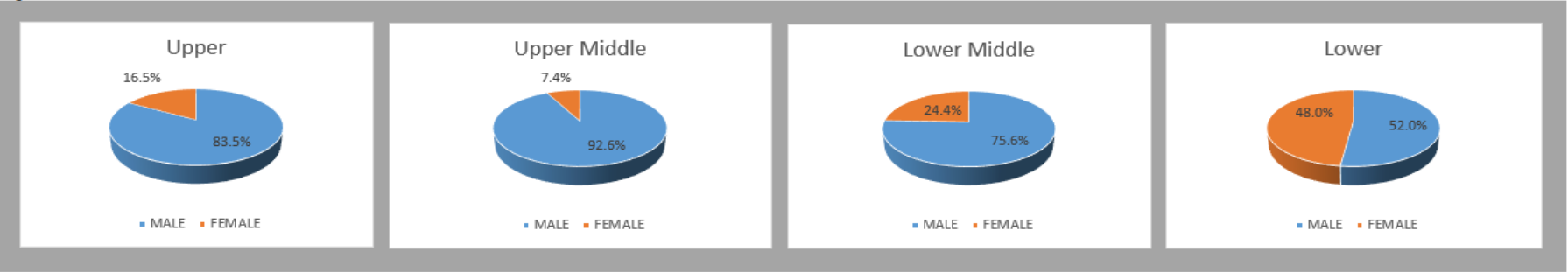
PAY GAP FOR PAY AND BONUS PAYMENTS

	GENDER PAY GAP (%)	GENDER BONUS GAP (%)
Mean	18.6%	54.5%
Median	29.5%	31.9%

% OF MEN AND WOMEN RECEIVING A BONUS

	%
Men	48.9%
Women	96.3%

QUARTILES – PROPORTION OF MEN AND WOMEN QUARTILES



Key Factors impacting on the pay gaps

The following factors should be taken into account when considering these results:

- ❑ at April 2024 the total female employees equated to 25.1% of the workforce. This is an increase (0.2%) on the same time 2023
- ❑ our median gender pay gap is 29.5% which gives a reduction of 1.4% on 2023. (2023: 30.9%)
Again, this is essentially due to the nature of our business having a large part of our workforce employed within our sales and service engineer functions - a majority demographic being men (99.7%). Our Contact Centre has a majority demographic being women (61.3%)
- ❑ whilst more women than men receive a bonus the mean and median bonus gap is higher for men due to higher bonuses paid in Sales and management positions, which have higher proportions of men.

Vaillant Group Statement

Vaillant Group UK's gender pay gap reflects the difference in average earnings between men and women across the business. As of April 2024, women make up **25.1% of the workforce**, and the **median pay gap is 29.5%**, an improvement from 30.9% in 2023. The gap is mainly due to male-dominated roles in Service Engineering and Sales,

To address this, Vaillant has increased female representation in senior roles, now including four female directors. The company continues to promote diversity through initiatives such as **Women into Manufacturing and Engineering (WIME)**, enhanced maternity and flexible working policies, and inclusive recruitment practices. These actions demonstrate Vaillant's commitment to creating a more balanced and equitable workplace.

We remain committed to reducing our Gender Pay Gap and fully support the ongoing and new initiatives outlined below:

- **Promoting employee wellbeing** to create an environment where all employees feel supported and empowered to progress in their careers.
- **Offering flexible working arrangements and enhanced maternity policies** to help retain and attract female talent, enabling greater representation in senior and technical roles.
- **Encouraging a diverse and inclusive culture** through our ongoing "culture journey," ensuring everyone has equal opportunities for development and advancement.
- **We are proud to be an Employer of Choice**, endorsed by the Investors in People Gold award in 2017, 2019 and 2025, recognizing our strong onboarding and investment in employee development.
- **Ensuring a fair and transparent recruitment process** that actively removes bias and promotes gender balance in leadership and engineering positions.
- **Providing diversity and inclusion training** to all employees to foster equality and support initiatives aimed at reducing the gender pay gap.