

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. The first statutory snapshot required is for April 5th 2017, reported 2018, 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

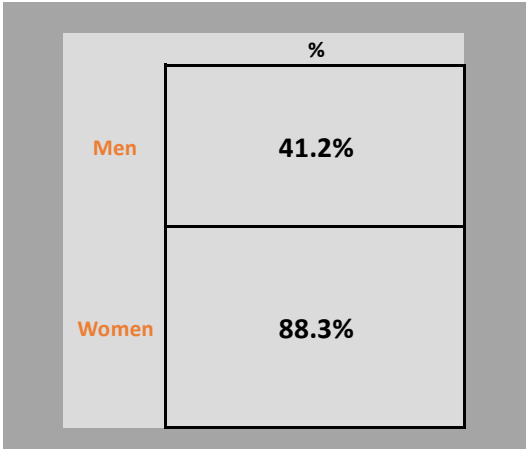
The median average pay gap is the difference between the hourly pay of the mid point male and mid point female when employees are listed this is the median hourly pay gap

Vaillant Group UK Ltd April 2017 pay gap figures:

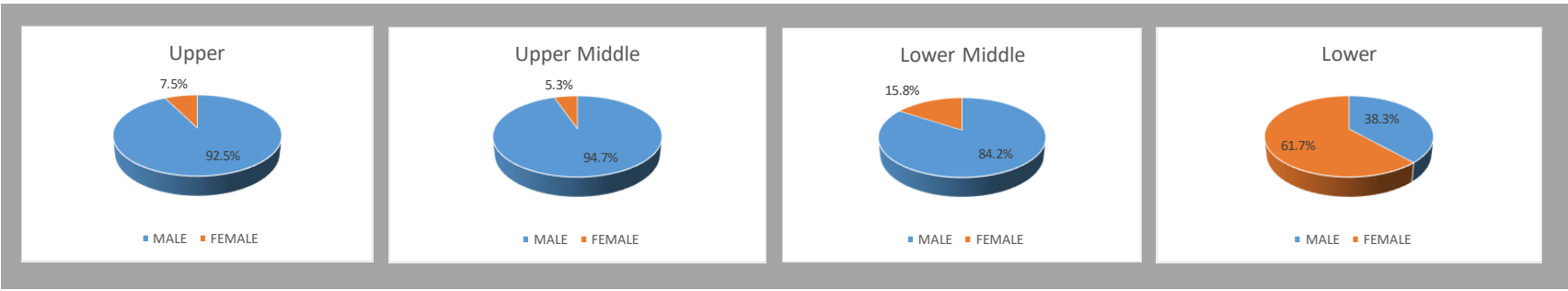
PAY GAP FOR PAY AND BONUS PAYMENTS

	GENDER PAY GAP (%)	GENDER BONUS GAP (%)
Mean	34.8%	79.6%
Median	42.4%	79.7%

% OF MEN AND WOMEN RECEIVING A BONUS



QUARTILES – PROPORTION OF MEN AND WOMEN



Key Factors impacting on the pay gaps

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

- ❑ at April 2017 the total female employees equated to 22% of the workforce
- ❑ our median gender pay gap is 42.4% this is essentially due to the nature of our business where a large part of our workforce is employed within sales and service engineers, with a majority demographic being men (97%). Our Contact Centre has a majority demographic being women (63%)
- ❑ our other functions: marketing, support and administration has a majority demographic being men (56%)
- ❑ whilst more women than men receive a bonus the mean and median bonus gap is higher for men because higher bonuses are paid in Sales and management positions, which have higher proportions of men.

Vaillant Group Statement

Our Gender Pay Gap results are largely influenced by the majority male demographics of our Service Engineering and Sales teams. Also more male employees being employed in senior positions. We are continually looking to attract/promote more female employees into management and engineering roles and we have seen a positive growth during 2017/18.

We are committed to taking action to close our Gender Pay Gap and we are committed and endorse the ongoing and new initiatives stated below:

- ❑ Vaillant Group encourages and promotes a diverse culture and to reinforce this we are currently working together on our new “culture journey”. This is paramount to the business to enable us to grow and succeed.
- ❑ We pride ourselves that we are an Employer of Choice and this is endorsed by the Investors in People Gold award which was awarded to us in 2017. This was predominantly based on the successful onboarding and Learning and Development we invest for all employees.
- ❑ A large focus in 2018 will be around promoting Wellbeing and additional benefits to employees to enhance our current portfolio.
- ❑ Our recruitment process ensures that we take positive action to appoint the right person into the role irrespective of race, gender, sexual orientation, disability etc. and we are working on new ways to encourage more women into the roles within our Service Engineering function.



Head of HR