



## Gender Pay Gap Reporting - April 2020 Statutory disclosures

Howdens is made up of Howden Joinery Corporate Services Ltd, Howden Joinery People Services Ltd and Howden Joinery Ltd. Although Howden Joinery People Services and Howden Joinery Ltd are the only entities that meet the criteria for mandatory reporting, all entities are included in the reporting below.

		Howden Joinery Group		HJ People Services		Howden Joinery Ltd	
		Mean	Median	Mean	Median	Mean	Median
Gender pay gap		9.1%	3.0%	1.2%	11.3%	7.6%	0.7%
Gender bonus pay gap		28.2%	8.0%	11.4%	8.0%	31.0%	8.0%
		Male	Female	Male	Female	Male	Female
% colleagues receiving a bonus		88.2%	91.5%	85.2%	85.8%	89.0%	92.1%
Proportion of colleagues in each quartile band	Upper	77.0%	23.0%	80.8%	19.2%	72.5%	27.5%
	Upper Middle	69.5%	30.5%	91.5%	8.5%	64.9%	35.1%
	Lower Middle	66.6%	33.4%	84.0%	16.0%	65.2%	34.8%
	Lower	70.4%	29.6%	77.3%	22.7%	69.9%	30.1%

I confirm that the information and data reported is accurate as of the snapshot date 5 April 2020.

Kirsty Homer  
Group HR Director