



# HOWDENS

## UK Gender Pay Gap Report 2018

Howden Joinery Group Plc



# Gender Pay Gap Report

Howdens published its first gender pay gap report in line with new UK legislation for 2017.

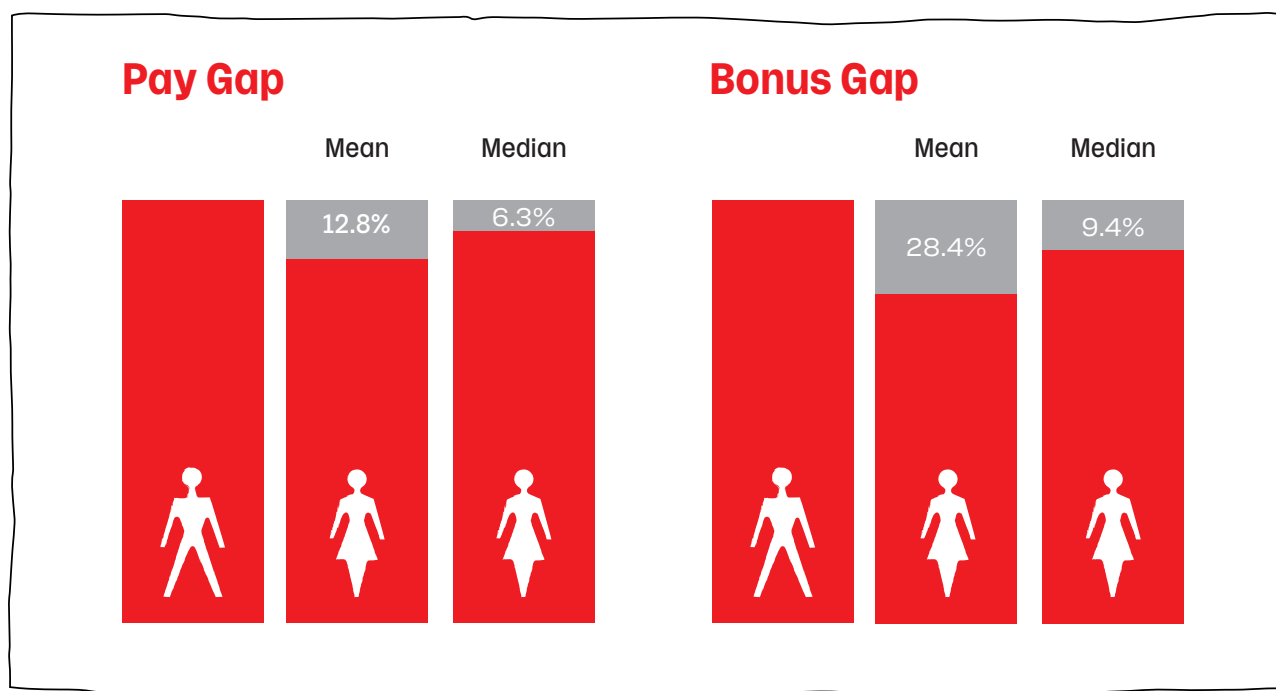
In the spirit of being open and transparent, in keeping with last year we have chosen to represent data that includes colleagues across all Howdens companies to give a complete picture.

Howdens is the leading trade-only kitchen supplier with c.9,500 colleagues working in the UK across 700 site locations. 29% of the overall Howdens population are female.

Howdens is committed to being an equal opportunities employer. We value diversity and inclusion and believe it contributes to the continued success of our business. We also want to attract and retain a workforce that reflects the customers and communities we serve. Addressing our gender pay gap is an important part of this process.

## Gender pay and bonus gap

The diagrams below show the Howdens mean and median gender pay and bonus gaps.



The gender pay gap is based on hourly rates of pay as at the snapshot date (5 April 2018).

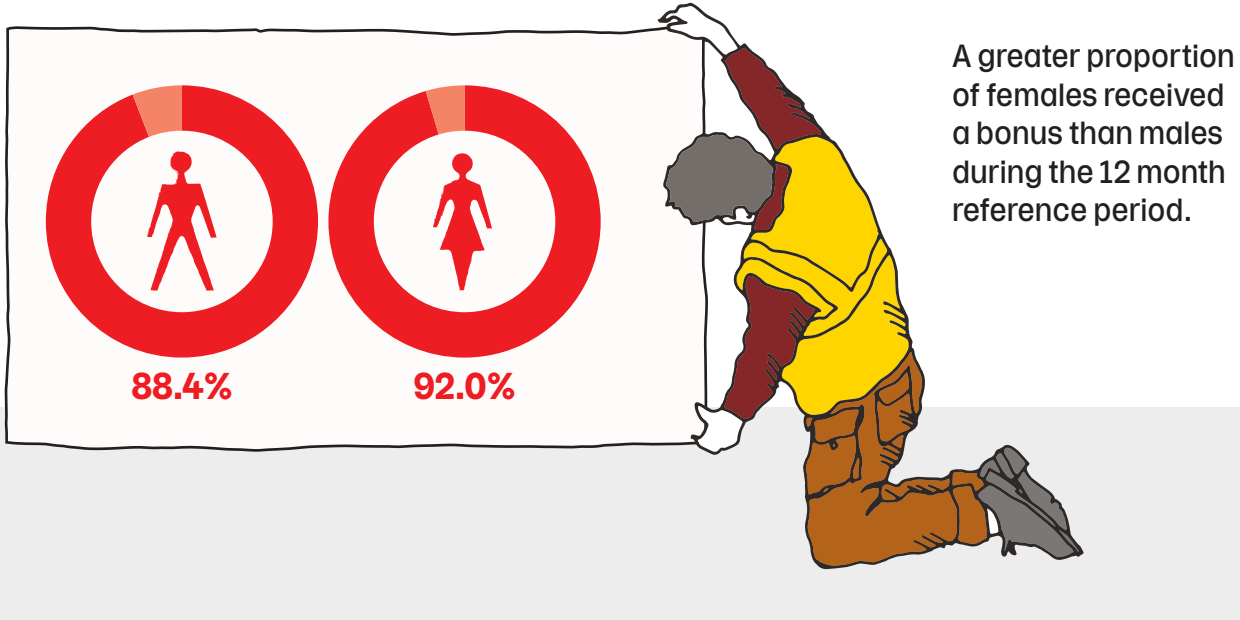
The bonus pay gap is based on bonuses paid in the 12 month reference period to 5 April 2018.

As per the Gender Pay Gap legislation, pay includes basic pay, allowances and premiums, supplements, local incentives and holiday pay.

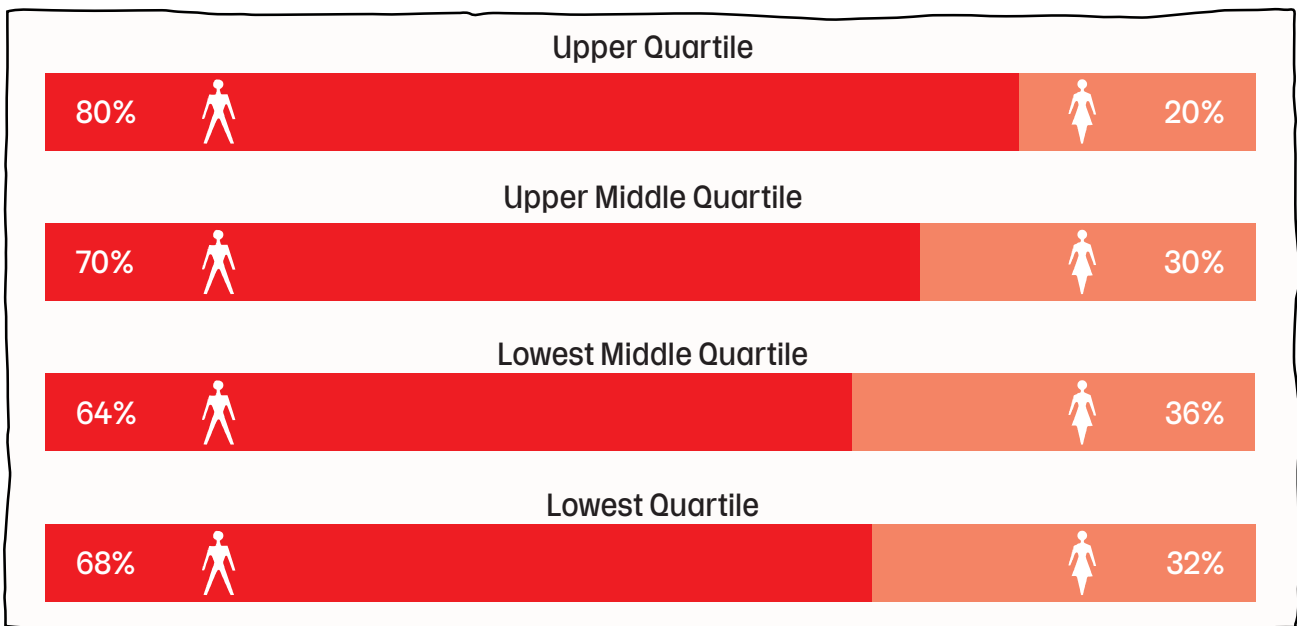
You can learn more about Gender Pay Reporting by visiting [www.acas.org.uk/genderpay](http://www.acas.org.uk/genderpay)

# Our Results

## Proportion of colleagues awarded a bonus



## Gender population by pay quartile



# Our Actions

It's important to note the gender pay gap is different from equal pay. Gender pay gap is the difference between the average hourly rate of pay for men and women working for an organisation. It is not the same as equal pay where men and women must be paid the same for performing equivalent work.

We are confident that men and women at Howdens are paid equally for doing equivalent jobs across our business and have an equal opportunity to participate in and earn incentives. We will continue to monitor to ensure they remain fair and equitable.

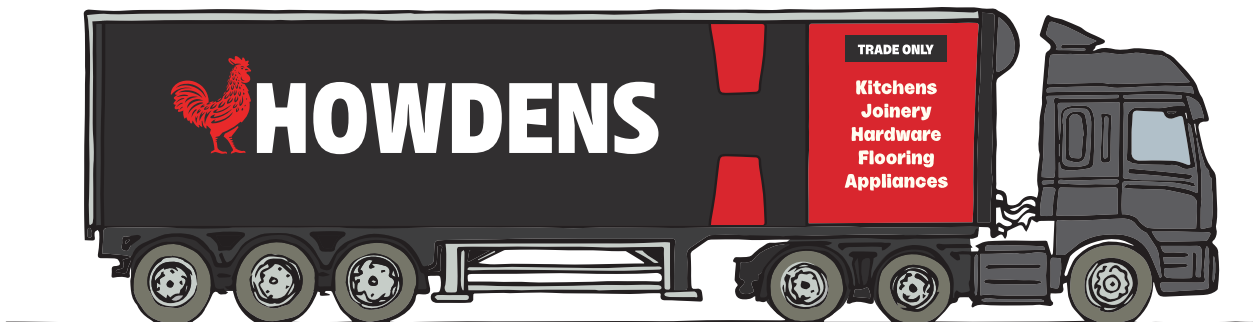
Analysis of our gender pay gap and bonus gap has shown that this is largely driven by a higher number of men in senior and higher-paid roles within the business. However, it is encouraging that our year on year trend continues to see a small shift in these numbers.

We recognise that fully addressing this issue involves a cultural shift and so we are developing a long term strategy to review how we attract and develop our talent. We believe that a balanced workplace is a happy workplace for everyone, and we want to make sure that everyone in our business has an equal opportunity to thrive and reach their potential.

I confirm that the information and data reported is accurate as of the snapshot date 5 April 2018.



**Gareth Hopkins**  
Interim Group HR Director



# Statutory Disclosures

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

		Howden Joinery People Services Ltd		Howden Joinery Ltd	
		Mean	Median	Mean	Median
Gender pay gap		6.5%	6.0%	7.9%	2.6%
Gender bonus pay gap		9.3%	14.2%	31.4%	11.8%
		Males	Females	Males	Females
% employees receiving a bonus		83.1%	89.1%	89.8%	92.6%
Proportion of employees in each quartile band	Upper	84.8%	15.2%	73.1%	26.9%
	Upper Middle	87.3%	12.7%	67.0%	33.0%
	Lower Middle	82.3%	17.7%	64.4%	35.6%
	Lower	74.0%	26.0%	68.3%	31.7%

