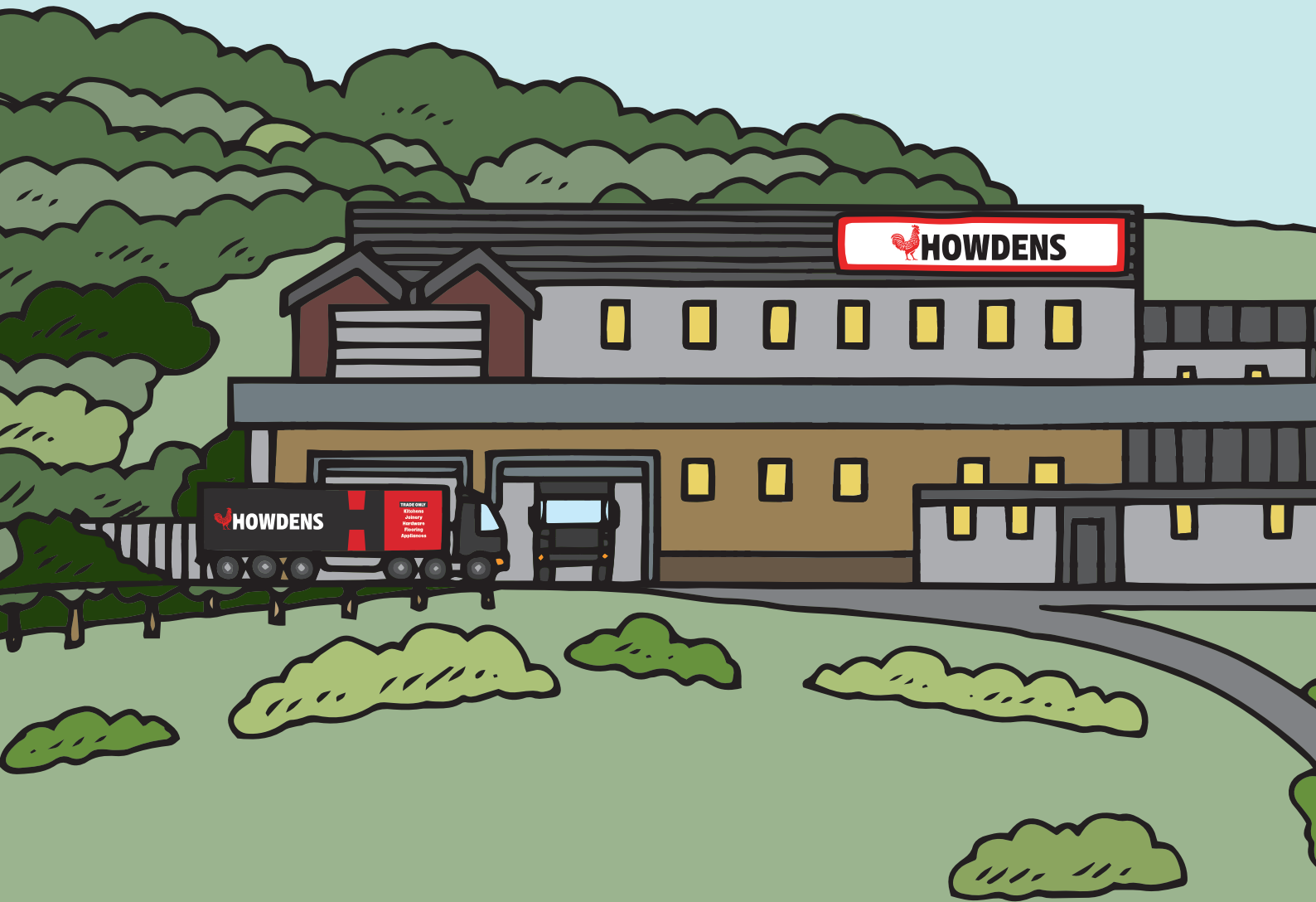




HOWDENS

UK Gender Pay Gap Report 2019 Howden Joinery Group Plc



2019 Gender Pay Gap

When we talk about the Howdens culture, we describe it as being “worthwhile for all concerned” and “creating the conditions that allow everyone to succeed”. This means that our business needs to be worthwhile for our workforce, customers and the communities we operate in.

Our customers are diverse and in order for us to understand them, our workforce needs to reflect them. We therefore remain committed to attracting and retaining a broad spectrum of perspectives, skills, backgrounds and approaches within our workforce; and to make certain all our work environments across the business do not cause any person to feel precluded due to gender, but also factors such as sexuality age, background, ethnic origin, religion and disabilities.

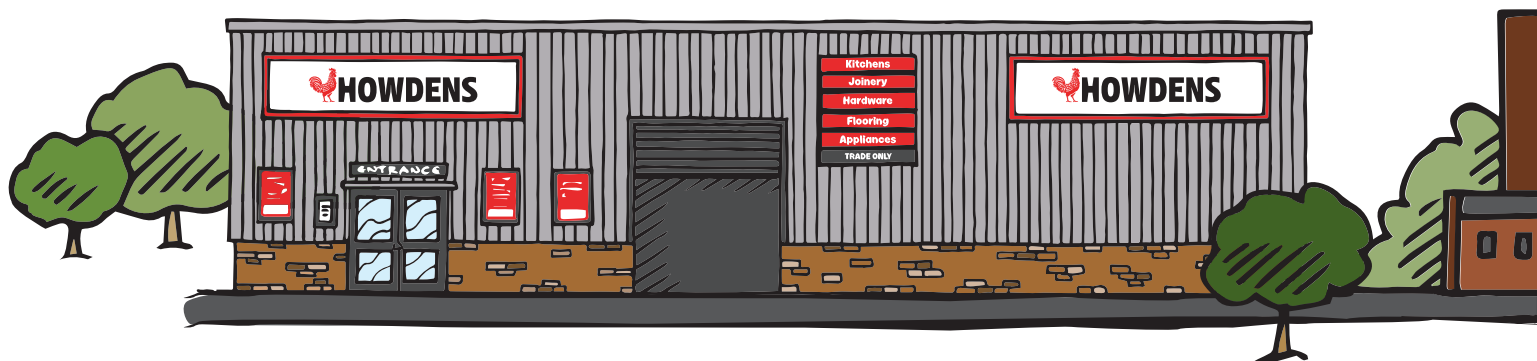
To continue to build on the great work we are doing already throughout the business and to ensure commitment for further improvements over the coming years, Howdens has now established a formal Equality, Diversity and Inclusion (EDI) sub-committee under the main Executive Committee. In 2020 the EDI sub-committee will be developing objectives with supporting action plans to further develop, promote and reinforce EDI matters across all business functions and areas.

Gender pay gap is not the same as equal pay, but it is worth mentioning that we continue to pay close attention to equal pay and have robust policies and practices in place to ensure that our approach is both lawful and in line with our principles of fairness.

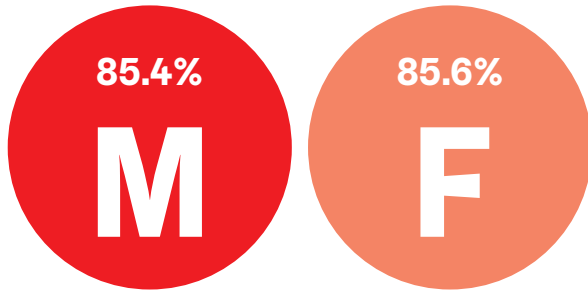
I confirm that the data published in this report is accurate. It demonstrates that we continue to make positive strides forward in the fields of diversity and gender equality.



Gareth Hopkins
Interim Group HR Director



Proportion of colleagues who were awarded a bonus



During the 12 month reference period to 5 April 2019

Gender pay and bonus gap

	Mean	Median
Pay gap	9.3%	4.5%
Bonus gap	28.4%	8.2%

The table shows the Howdens mean and median gender pay and bonus gaps.

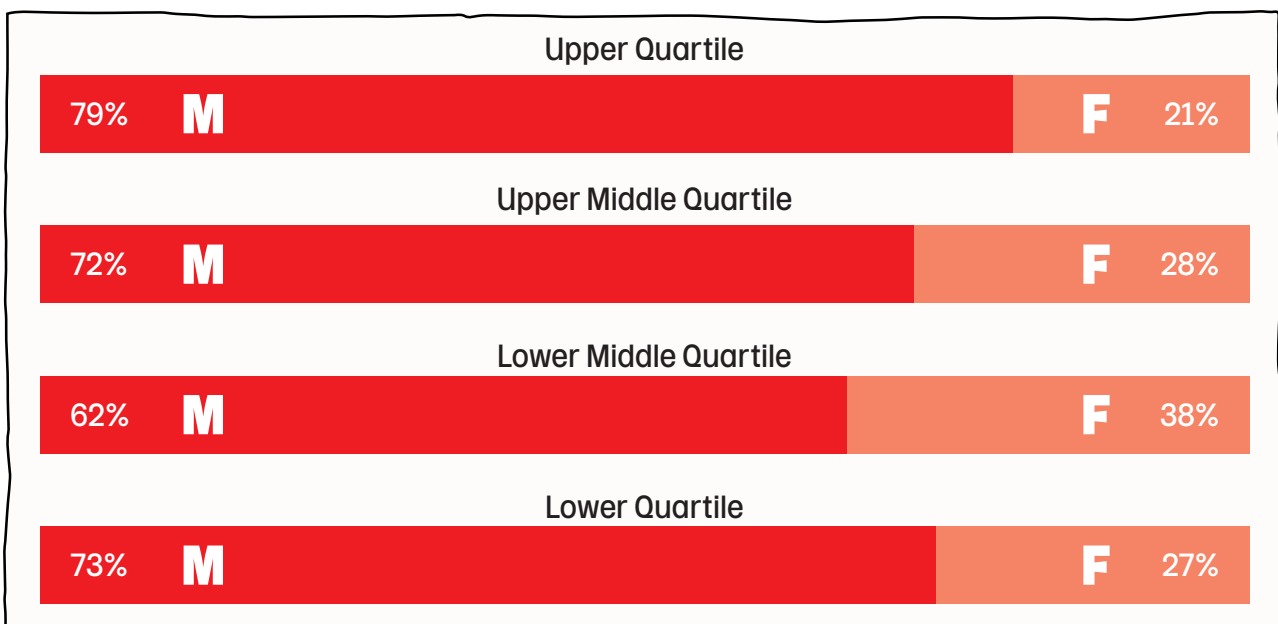
The gender pay gap is based on hourly rates of pay at the snapshot date (5th April 2019).

The bonus pay gap is based on bonuses paid in the 12 month reference period to 5th April 2019.

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

Gender population by pay quartile



Statutory Disclosures

Howdens has two entities with at least 250 employees: Howden Joinery People Services Ltd and Howden Joinery Ltd. Under the regulations we are required to report our gender pay gap for each of these entities, as below.

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.

		Howden Joinery People Services Ltd		Howden Joinery Ltd	
		Mean	Median	Mean	Median
Gender pay gap		2.1%	7.8%	6.5%	1.4%
Gender bonus pay gap		2.7%	11.4%	30.0%	10.4%
		Males	Females	Males	Females
% Employees receiving a bonus		81.9%	81.8%	86.3%	86.0%
Proportion of employees in each quartile band	Upper	80.4%	19.6%	73.8%	26.2%
	Upper Middle	88.8%	11.2%	67.0%	33.0%
	Lower Middle	89.4%	10.6%	60.6%	39.4%
	Lower	71.6%	28.4%	75.7%	24.3%

