

Hoover Limited - Gender pay gap report April 2022

Gender pay gap reporting

All businesses who employ 250 or more employees are required to carry out an annual assessment and produce an annual report on certain pay differentials relating to gender within their organisation. This is our report for the period to 5 April 2022.

Gender pay gap reporting compares the average pay of male and female employees employed by the same organisation, regardless of the job that they do. This is very different to equal pay, which compares like with like to ensure that women and men who carry out the same work, work of equal value or work rated as equivalent under a job evaluation scheme receive the same pay.

What is Hoover's gender pay gap?

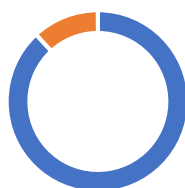
As of 5 April 2022, Hoover employed 602 people in a wide range of roles.

We calculated our mean (the sum of all relevant employees' hourly rates of pay, divided by the number of employees) and median (the middle value where employees' hourly rates of pay are listed in numerical order) pay gaps for both hourly rates of pay and bonus pay.

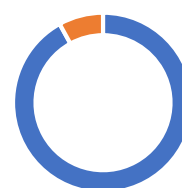
	Mean	Median
Hourly pay	27.03% (27.51% in 2021)	33.05% (28.33% in 2021)
Bonus pay	57.80% (68.12% in 2021)	80.34% (85.58% in 2021)

We also assessed what proportion of our female and male employees received bonus pay between 6 April 2021 and 5 April 2022.

88.14% of female employees received bonus payments
(93.41% in 2021)



91.98% of male employees received bonus payments
(91.27% in 2021)



Finally, we assessed the proportion of male and female employees within four equally sized quartiles according to their hourly rates of pay.

	Female	Male
Upper quartile	21.21% (19.69% in 2021)	78.79% (80.31% in 2021)
Upper middle quartile	12.88% (11.02% in 2021)	87.12% (88.98% in 2021)
Lower middle quartile	23.48% (26.77% in 2021)	76.52% (73.23% in 2021)
Lower quartile	60.61% (55.91% in 2021)	39.39% (44.09% in 2021)

What are the reasons for our gender pay gap?

Our gender pay gap results from the under-representation of females in executive roles that attract the highest levels of pay within our organisation (in the top two quartiles). As at April 2022, only 21.21% of our upper quartile was female.

Whilst we are pleased to have increased representation of females in the upper quartile in the current reporting period and recent years, we recognise that we have a long way to go to achieve equal representation. This is a particular challenge for us, as all of our Directors and the majority of our executive team (who are our highest paid employees and amongst whom there is negligible staff turnover) are male, as are the vast majority of our Field Service Engineers (who account for just over one third of our workforce and most of whom fall within the upper middle quartile). During 2022, we introduced a new salary package for our Field Service Engineers, which despite representation of female employees in senior roles during the reporting period has resulted in a largely unchanged position in terms of proportion of female employees in the upper middle and upper quartiles.

What are the reasons for our gender bonus gap?

During the 2021/22 reporting period, we operated a variety of bonus schemes, including:

- a company profit related bonus (3% of base pay) which all employees are eligible to receive once they have completed their first quarter with us, provided that they are employed for the whole of the relevant quarter;
- a £20 Christmas bonus voucher for everyone who is employed in December when the vouchers are distributed;
- commission-based bonuses for employees working in our contact centre.

A number of employees joined our business during 2021/22, whom received lower bonuses than employees with longer service.

Whilst Directors', Commercial roles' and Field Sales Engineers' bonuses account for our highest bonus payments, contact centre employees' commission-based bonuses are unlimited, which in some cases place them in the upper middle quartile (regardless of gender).

The rules for the calculation of the bonus pay gap don't allow pro-rating of bonus payments. As a higher proportion of our female employees work part-time compared with our male employees, this adversely affects our bonus pay gap, as does the fact that the majority of our administration staff (most of whom are female) are only eligible to participate in our profit related bonus and Christmas bonus voucher schemes.

Addressing our gender pay gap

We are committed to being an equal opportunities employer. We support diversity and inclusion within our business. We are committed to promoting equal treatment for all employees and potential employees. We are confident that we pay individual employees appropriate rates for the jobs that they do.

We continue to seek ways to achieve a closer gender balance across our business and during 2022, we have taken a number of positive steps in driving forward our agenda for change including:

- Full implementation of new enhanced pay family leave policies, providing employees with enhanced pay during the following types of leave: maternity leave, paternity leave, shared parental leave and adoption leave.
- All recruitment advertising is gender decoded to increase applicant diversity, in addition to our very clear recruitment policy which promotes diversity and inclusion.
- Supporting women's health in the work place, we support period dignity at work with sanitary products free in our female toilets, raise awareness on key women wellbeing topics, host a number of lunch and learn sessions on a variety of women's health topics (i.e. Menopause).
- We became a Committed Member of Inclusive Employers in 2022, which shares a host of educational resources and workshops for colleagues and managers on Diversity & Inclusion.
- Diversity & Inclusion Champions, were launched in 2022, they are our ambassadors for inclusion and change across the organisation and have received essential training to carry out their roles.

We continue to seek to identify ways in which we can make a positive difference and to ensure that none of our employees (or prospective employees), feel constrained by their gender or perceptions of their gender or feel limited by real or perceived barriers to their career development and advancement.

I confirm that the data reported has been calculated in accordance with the gender pay gap reporting requirements and that the figures used are accurate.

A handwritten signature in black ink, appearing to read 'M Given', with a stylized, cursive script.

Matthew Given,

UK Group Director, Human Resources