

This is our annual gender pay gap report for the snapshot date of 5 April 2020.

- Our mean gender pay gap is 10.5%.
- Our median gender pay gap is 14.7%.
- Our mean gender bonus gap is -7.1%.
- Our median gender bonus gap is -530.2%.
- The proportion of male employees receiving a bonus is 43% and the proportion of female employees receiving a bonus is 60%.

Bonus payments within Glen Dimplex Home Appliances include annual bonus payments, sales incentive payments and team incentive payments. A percentage of the bonus payments awarded to women were made up of sales incentive payments. In addition, in the preceding 12 months to the 5 April 2020 snapshot date GDHA paid a number of retention bonus payments and many of the recipients were female employees.

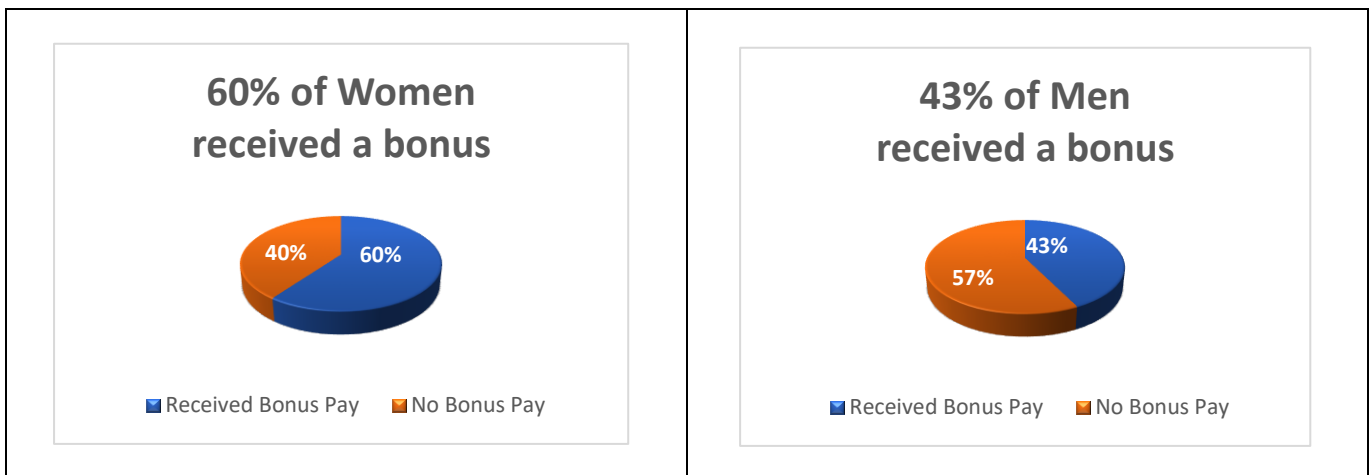
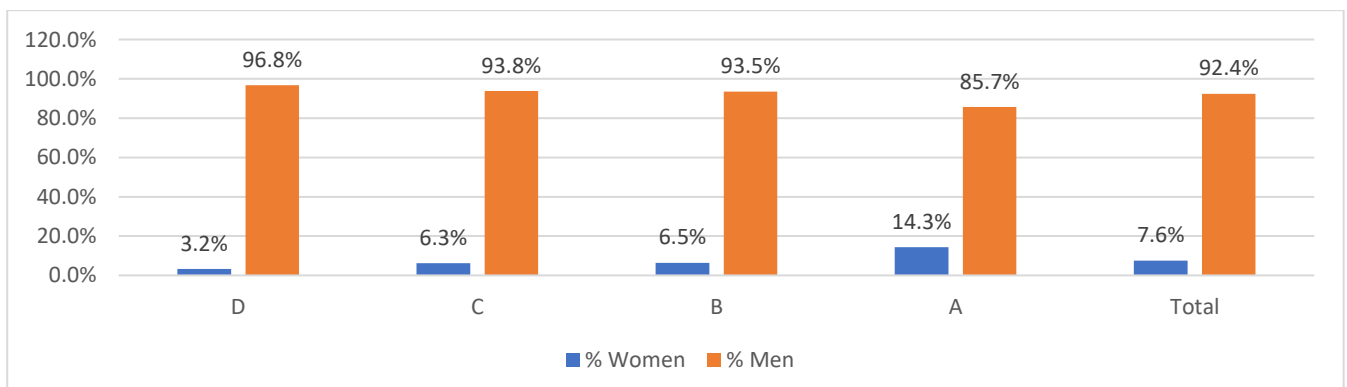


Table 1: Pay quartiles by gender

This chart shows our workforce divided into four equal-sized groups based on hourly pay rate. Band A includes the lowest-paid 25% of employees (the lower quartile) and band D covers the highest-paid 25% (the upper quartile).



Why do we have a gender pay gap?

Legally, men and women must receive equal pay for:

- the same or broadly similar work;
- work rated as equivalent under a job evaluation scheme; or
- work of equal value.

We are committed to equal opportunities and equal treatment for all employees, regardless of sex, race, religion or belief, age, marriage or civil partnership, pregnancy/maternity, sexual orientation, gender reassignment or disability.

As we continue to review our operating model, to meet the aspirations identified in our Future Now strategy, roles within the business are objectively evaluated and a standardised approach is taken to total remuneration.

Our recruitment process includes the provision for gender diverse shortlists to ensure equal opportunity for all.

We are confident that our gender pay gap is not because we pay men and women differently for the same or equivalent work. Instead, our gender pay gap is because men and women work in different roles and those roles have different salaries.

The 2020 snapshot data only includes 37% of our total employee population as full pay relevant employees. This is due to a high proportion of the business being on reduced hours/pay in April 2020 during the Covid-19 pandemic. The employees who were included in the 2020 data as full pay relevant employees are from the manufacturing section of the business which has a much larger percentage of male employees. In a like for like year, we are confident that the data would show much higher percentages of women across all the quartiles.

Table 1 above shows the full pay relevant employees on the 5th April 2020 snapshot date divided into four equal-sized groups based on hourly pay rate. Band A includes the lowest-paid 25% of employees (the lower quartile) and band D covers the highest-paid 25% (the upper quartile). If we had no gender pay gap, there would be an equal ratio of men to women in each band. However, instead, 14.3% of the employees in band A are women and 85.7% men. The percentage of male employees increases throughout the remaining bands, from 93.5% in band B to 96.8% in band D.

How does our gender pay gap compare with that of others?

Most organisations have a gender pay gap, and we are pleased to say that ours is very similar or better than others, including those within our industry.

The mean gender pay gap for the whole economy (according to the November 2020 Office for National Statistics (ONS) Annual Survey of Hours and Earnings (ASHE) figures) is 14.6%, while in the manufacturing sector it is 11.5%. At 10.5%, our mean gender pay gap is a lot lower than the whole economy and our sector.

The median gender pay gap for the whole economy (according to the November 2020 ONS ASHE figures) is 15.5%, while in the manufacturing sector it is 16.3%. At 14.7%, our median gender pay gap is a lot lower than the whole economy and our sector.

Table 2: Comparison with other organisations

	Our organisation	2020 ONS ASHE whole economy	2020 ONS ASHE manufacturing sector
Mean gender pay gap	10.5%	14.6%	11.5%
Median gender pay gap	14.7%	15.5%	16.3%

Our mean and median gender bonus gaps are -7.1% and -530.2% respectively. If we convert these percentages to cash amounts the figures are significant at -£170.50 and -£1,285.21 respectively. This is as a result of women actually receiving on average larger bonus payments than men, with the proportion of women receiving a bonus compared to last year increasing to 60% of the total female population. The number of men receiving a bonus remained the same at 43%.

What are we doing to address our gender pay gap?

We are committed to doing everything we can to reduce the gap. However, we also know this is a difficult task. For example, we have no control over what people choose to study or the career choices that they make.

Some of the roles in our business have always been traditionally male dominated, e.g., Engineering, Production Operatives. Mobile Field Engineers which clearly shows in the significantly higher number of men employed within the business.

Right now, we have plans to extend our evidence-gathering and more closely monitor the diversity within the organisation. We will look to actively promote opportunities for all in roles across the business.

I, Bryce Dyer, Chief People Officer, confirm that the information in this statement is accurate.

Signed:



Date: 01/10/2021