



**#READY
FOR WORK**

2022 GENDER PAY GAP REPORT

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Introduction

Würth UK Limited is part of the Würth Group.

Würth UK Limited is part of the Würth Group. We are committed to equality within our workforce. We are an organisation where people learn from each other, where strategies are developed together, and where partnership is lived.

'Diversity' has been in the core of our company and now it will be lived even more. The Würth Group has included 'Diversity' in its 2026 Strategy Plan, ensuring it continues to be at every group company's awareness.

We understand the importance of diversity and inclusion. We also recognise that gender does not necessarily simply relate to male or female, but the legislation dictates that we compare the pay of males and females within our organisation. We take this very seriously – whilst the figures may not tell the whole picture, they will serve to raise awareness and give rise to important questions.



What the Legislation Requires

Requirements

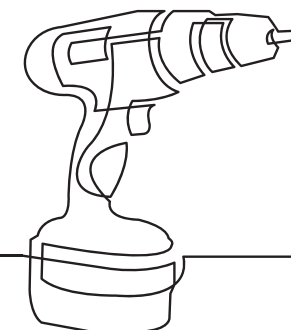
Gender pay gap legislation requires employers in the UK with 250 employees or more to calculate and publish on an annual basis gender pay gap data. This must be based on figures taken on 5th of April each year.

The gender pay gap is a measure of the difference in average earnings between men and women. The gender pay gap differs from equal pay as it is concerned with the differences in average pay regardless of role.

We are, in particular, required to produce the following:

- Overall gender pay gap figures for relevant employees, calculated using both the mean and median average hourly pay. The mean hourly rate is the average hourly wage across the entire organisation; the mean gender pay gap is a measure of the difference between women's mean hourly wage and man's hourly wage. The median hourly rate is calculated by ranking all employees from the highest paid to the lowest paid and taking the hourly wage of the person in the middle; the median gender pay gap is the difference between women's median hourly wage (the middle paid woman) and men's median hourly wage (the middle paid man).
- Information on any gender bonus gap, which is the difference between men's and women's mean and median bonus pay over a twelve-month period.
- The proportion of men and women receiving a bonus payment in the same twelve-month period.
- The proportion of men and women in each of four pay bands (quartiles), based on the company's overall pay range. Pay quartiles are calculated by splitting all employees in our organisation into four even groups according to their level of pay. This information will therefore show how the gender pay gap differs across the organisation, at different levels of seniority.

The figures in this gender pay report for Würth UK for 2021 have been reached using the mechanisms set out in the gender pay gap reporting legislation.



What Our Data Shows

GAP% MALE - FEMALE		April 2021	April 2020
Ordinary Pay	Mean	17.3%	17.6%
Ordinary Pay	Median	17.4%	19.4%
Bonus Pay	Mean	53.3%	34.6%
Bonus Pay	Median	70.9%	47.4%

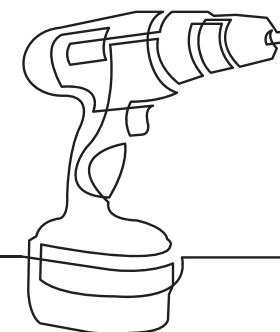
Pay and Bonus Gap

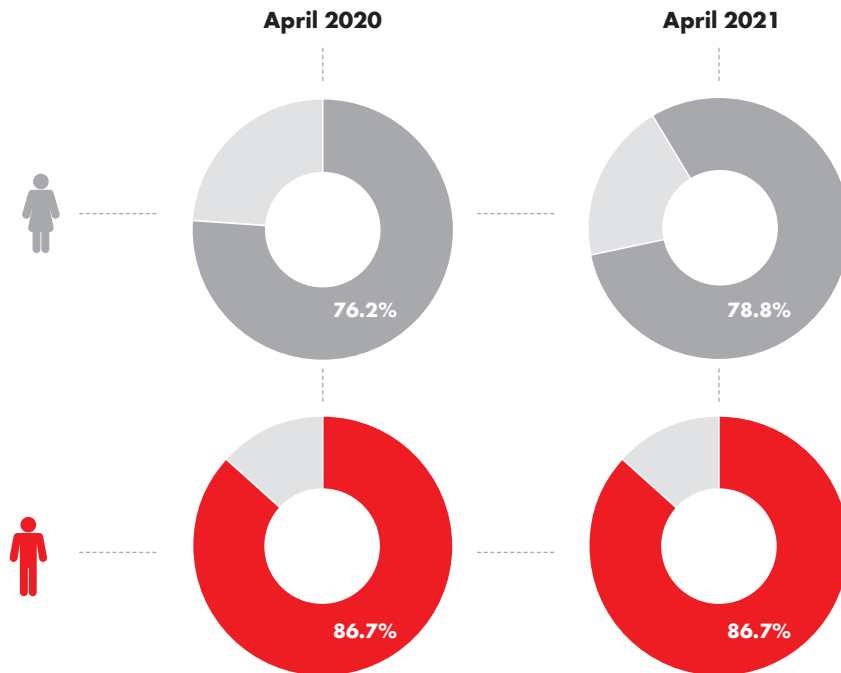
The table below shows Würth UK's mean and median hourly gender pay gap (as at 5th April 2021 and 5th April 2020, for comparison) and bonus gap (for the 12 months to 5th April 2021 and the 12 months to 5th April 2020).

For the pay gaps, a positive % indicates the extent to which women earn, on average, less per hour and any negative % indicates how much women earn more per hour than their male counterparts. The calculations below include all elements of pay as defined in the regulations.



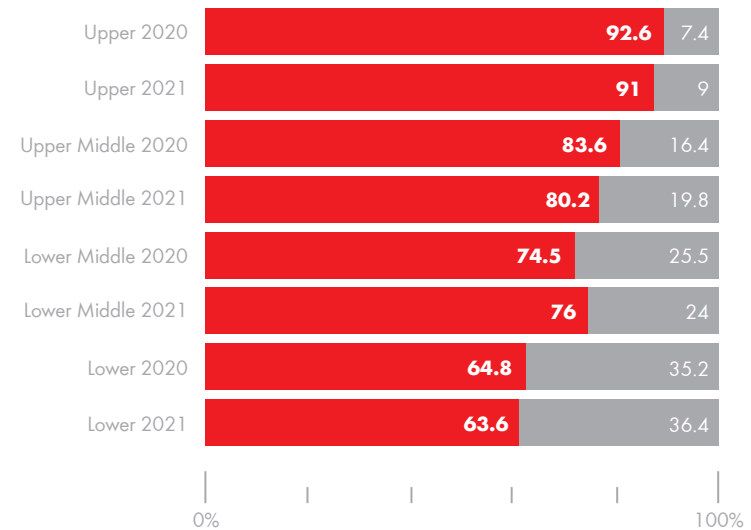
Our 2021 figures show a decrease in our gender pay gap compared to the previous snapshot in 2020, but an increase in the gender bonus gap.





Proportion of employees receiving a bonus

The below table shows that a slightly higher proportion of male staff received a bonus in 2021 compared to the proportion of female staff, although there has been an improvement in the difference as compared to April 2020.



Pay Quartiles

The below table shows the proportion of male and female employees according to quartile pay bands. Currently, more male than female staff are recruited at each quartile.





What is causing the gap?

Summary

We are comfortable that the pay and bonus gap is not at all any way linked to pay inequality based on gender. We are committed to offering salaries, which are fair and designed to attract and retain strong performers, irrespective of gender.

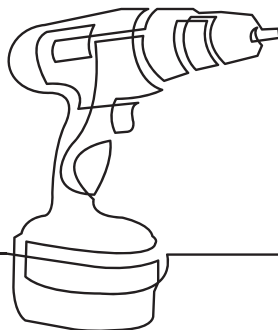
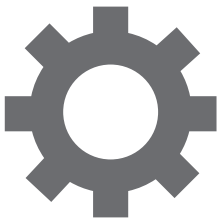
Whilst men and women will be paid equally for carrying out equivalent jobs within our business, we are aware that there we face certain realities as well. Currently, we have 7% of our female employees working on a part time contract. The second reality is that, although we have female colleagues represented in middle management levels, at this moment there are more males in senior positions than females. A third relevant topic is that more male employee's work in the sales force, which is heavily bonus lead, therefore also creating part of this gender pay gap.

Steps To Improve Our Gap

We will continue to seek to address the gender pay gap and gender bonus gap and to ensure our policies and procedures remain fair and non-discriminatory.

In particular, we will ensure decisions around performance and pay reviews are appropriate. [Bonus and salary structures are regularly reviewed.]

- Our second objective is to ensure that female representation at senior management level will be achieved. We will create inclusive job adverts and we will mention that the job is female-friendly. This still by selecting the best candidate based on competency, but when even quality & experience, we will give preference to the female candidate.
- During our recruitment process we use skills-based assessments and structured interviews when recruiting, to reduce the risk of unfair bias. Where all candidates are asked the same questions in a predetermined order and format.
- Further, as a group we are currently taking on the topic of Diversity on a larger scale. It will become part of the Group's strategy towards 2026, including defined Ambition Levels, and as Würth UK, we will inspire to be the front-runner in this topic.
- This Year 2022 – there is a strong focus on females being offered Leadership Mentor Programs within Würth UK; the Managing Director will be mentoring them through his knowledge and expertise.
- One of the focus topics will be a management awareness campaign, creating more awareness amongst our leaders to create and manage in a more diverse style.
- Improving work-life balance can benefit both men and women, so we are making this priority and ensuring that our employees take their holidays through the year to come back refreshed and energised after some time out.





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