



# 2022 GENDER PAY GAP REPORT

[wurth.co.uk](http://wurth.co.uk)

**#READY  
FOR WORK**

## Introduction

Würth UK Limited is part of the Würth Group. We are committed to equality within our workforce, actively promoting diversity. 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' as one of the fundamental pillars of the Strategy Plan, ensuring it continues to be in the focus of every group company.

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.



**Vincent Szymczak**  
Managing Director  
- Sales



**Felix Plaza**  
Managing Director  
- Support



**Amanda Hordon**  
Head of Human  
Resources



## 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 men'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.

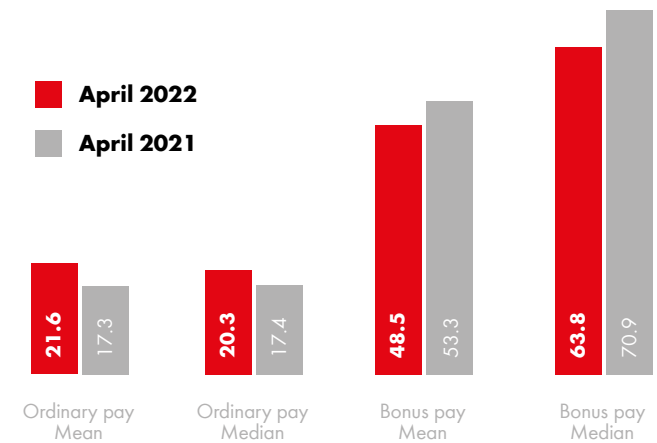
The figures in this gender pay report for Würth UK for 2022 have been calculated using the mechanisms set out in the gender pay gap reporting legislation.



## What Our Data Shows

Our 2022 figures show an increase in our gender pay gap compared to the previous snapshot in 2021, but a decrease in the gender bonus gap.

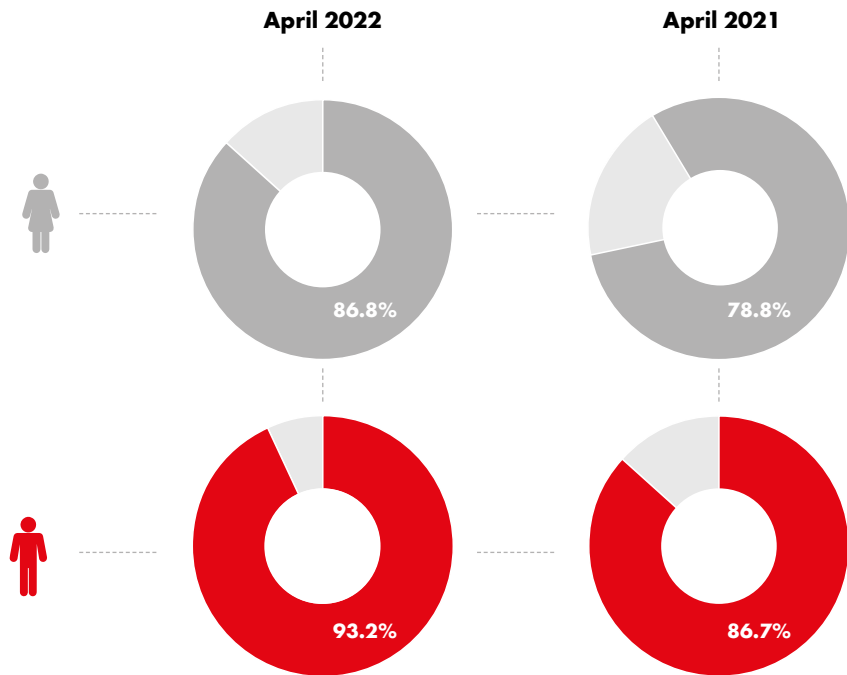
GAP% MALE - FEMALE		April 2022	April 2021
Ordinary Pay	Mean	21.6%	17.3%
Ordinary Pay	Median	20.3%	17.4%
Bonus Pay	Mean	48.5%	53.3%
Bonus Pay	Median	63.8%	70.9%



### Pay and Bonus Gap

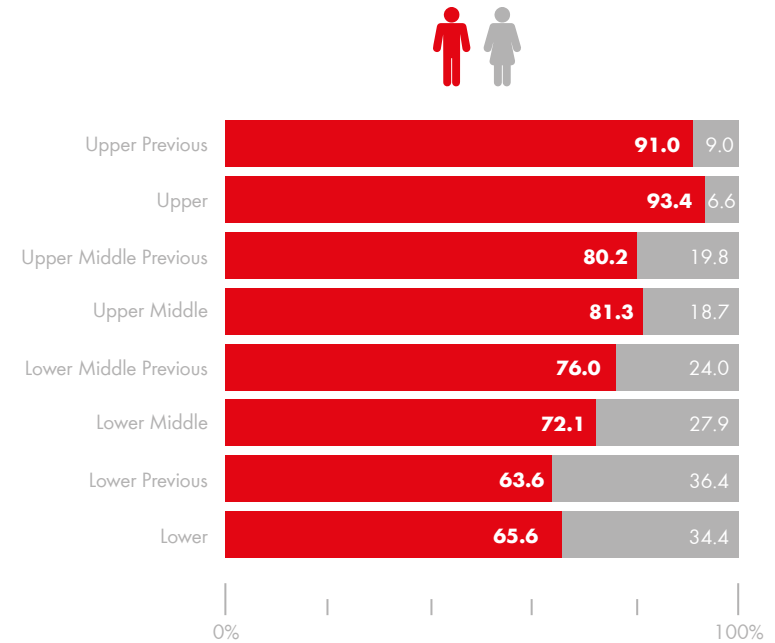
The table above shows Würth UK's mean and median hourly gender pay gap (as at 5th April 2022 and 5th April 2021, for comparison) and bonus gap (for the 12 months to 5th April 2022 and the 12 months to 5th April 2021).

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 include all elements of pay as defined in the regulations.



### Proportion of employees receiving a bonus

The above graph shows that a slightly higher proportion of male staff received a bonus in 2022 compared to the proportion of female staff.



### Pay Quartiles

The above 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 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. 69% of our employees work in the sales force, meaning they are subject to set salary structures implemented to push sales and profit achievements.

Whilst men and women will be paid equally for carrying out equivalent jobs within our business, we are aware that we face certain realities as well. Although we have female colleagues represented in middle management levels, at this moment there are more males in senior positions than females. A second relevant topic is that way more male employees work in the sales force, which is heavily bonus lead, therefore also creating part of this 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.

- One of our objectives is to ensure that female representation at senior management level will be achieved. We will use inclusive job adverts and run our recruitment processes accordingly. This still by selecting the best candidate based on competency, but when even quality & experience, we will give preference to the female candidate.
- Further, as a group we are currently taking on the topic of Diversity on a larger scale. It forms 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.
- During 2022 Würth UK has also established an Equality, Diversity and Inclusion (EDI) group to promote diversity and inclusion throughout the business. The Group meets regularly to identify opportunities and topics that can improve the diversity within the organization.
- There is a strong focus on females being offered Leadership Mentor Programs within Würth UK. The Managing Directors are mentoring female talents through their knowledge and expertise.
- Another focus topic will be a management awareness campaign, creating more awareness amongst our leaders to create and manage in a more diverse style.





# 2022 GENDER PAY GAP REPORT

Würth UK Ltd.  
1 Centurion Way, Erith  
Kent, DA18 4AE  
United Kingdom

T: 03300 555 444  
F: 03300 555 666  
E: [contact@wurth.co.uk](mailto:contact@wurth.co.uk)  
[www.wurth.co.uk](http://www.wurth.co.uk)

Würth UK Ltd. All rights reserved. Please do not replicate or try to copy anything within this document. All information is correct at the time of going to print and may change without notice.

**#READY  
FOR WORK**