

# GEZE UK

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## GENDER PAY GAP REPORTING 2018



# INTRODUCTION

**GEZE UK is a subsidiary of GEZE GmbH and is a self-sufficient company offering a complete range of products and services. The company has considerable expertise in the door and window controls industry and has made a long term investment in employee development.**

- The company is required by law to carry out Gender Pay Reporting under the Equality Act 2010 (Gender Pay Gap Information) Regulations 2017.
- The regulations require reporting based on an individual employing entity with 250 or more employees. The first publication was made in 2018. Reports are required to be accessible for at least 3 years from the date of publication.
- This Gender Pay Gap Report is based on employee's pay and bonus data as at 5th April 2018. These figures have been reached using the mechanisms that are set out in the gender pay gap legislation.

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At GEZE UK we recognize **equality** is one of the key pillars of a successful business and we are committed to treating employees fairly and without gender bias.

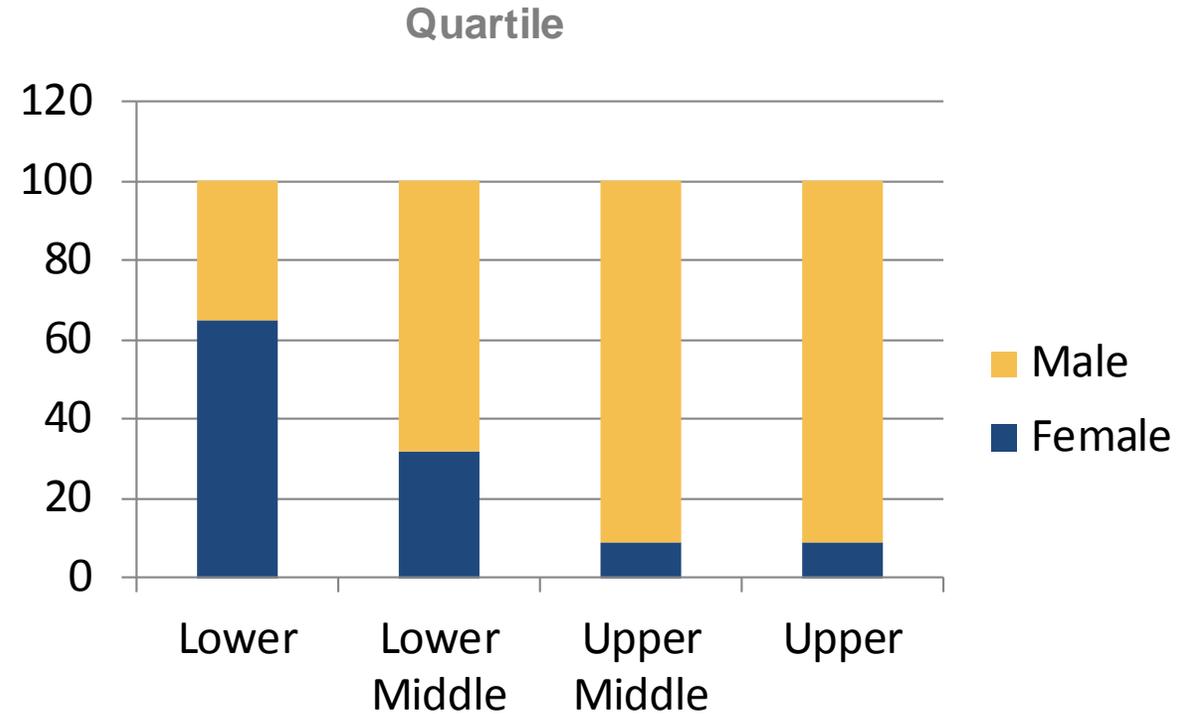
# GENDER PAY GAP

Our calculations show:

- A mean gender pay gap of **26.8%**
- A median gender pay gap of **26.9%**
- A mean bonus gender pay gap of **63.6%**
- A median bonus gender pay gap of **48.2%**
- A bonus payment was received by **89.5%** of females and **41%** of males

Our analysis of comparable roles shows that we reward men and women fairly for similar work. The key driver behind the mean gender pay gap is that operational roles (Production and Technicians) and Sales roles are predominantly carried out by males. Whilst there is no occupational reason for male dominance in these roles we have identified there is a dominant male presence in the construction industry and sector as a whole.

The second key driver reflects the lower representation of women at senior levels within the organisation and our difficulty in recruiting women in Operations, Technical and Engineering disciplines.



Quartile	Lower	Lower Middle	Upper Middle	Upper
Female	65.2%	31.8%	9.1%	9.1%
Male	34.8%	68.2%	90.9%	90.9%

# ADDRESSING THE GAP/ OUR KEY FINDINGS

## Our Key Findings:

- Males make up a significant majority of the workforce.
- A higher proportion of males are in sales occupations which typically attract higher remuneration.
- Females are seen more predominantly in functional support roles which typically attract less remuneration than higher level positions.
- Whilst GEZE UK employ a number of females in senior management positions the majority of these roles are held by males. These are higher paying roles which are typically rewarded higher with increased participation in bonus and incentive reward plans.
- Females make up the largest proportion of part time workers which has no impact on full time equivalent pay but does mean pro-rata payments for some pay elements. This impacts bonus figures used in the calculations.
- The mean and median gender pay gap has improved slightly against the 2017 report. This is partly due to a decrease in pay costs for operational roles.

**I hereby confirm that the information provided in this report to be accurate.**



**Kaz Spiewakowski** Managing Director

2<sup>nd</sup> April 2019

## Addressing the Gap

We are confident that our gender pay gap does not reflect an equal pay issue nor is it related to paying males and females differently. We believe it is as a result of the types of roles males and females are doing in our business. This is consistent with the pattern seen across our industry peers and across the UK economy as a whole.

As a wider organisation, we operate in over 31 countries employing around 2800 people; we are committed to diversity and equality in areas which we can control as a business and will continue to strive to address the gaps, ensuring policies, practices and processes are fair and free from bias.

Unfortunately fewer women study and work in construction related disciplines in the UK. In the medium to longer term our aim is to recruit and develop more female employees into our operations focused functions as well as our Senior Management Team. In order to achieve this aim we will:

- Support national activities from Government and education/training providers to encourage increases in female participation in the construction industry.
- We are satisfied that our recruitment and retention strategies are not biased against gender but we will continue to attempt to break down the cultural tendency that construction and manufacturing should be a male dominant environment

