

BAXI Heating

BDR Gender Pay Gap report 2020/21



BDR THERMEA UK & IRELAND

BAXI

remeha



POTTERTON
COMMERCIAL

HEATRAESADIA

**PACKAGED
PLANT
SOLUTIONS**

megaflo

MAIN
HEATING

BAXI
POTTERTON MYSON

BAXI Heating BDR Gender Pay Gap report 2020/21

Continued reduction in gender pay gap

At Baxi Heating, we believe that our success is dependent upon our ability to attract, retain and motivate people from as diverse a pool as possible, reflecting the markets in which we operate.

We aim to have an inclusive culture that supports diversity and we continue to address the under-representation of women at all levels in the business.

We can therefore report that our mean gender pay gap has **fallen by 2.9% to 14.5%** and that our median gender pay gap has **fallen by 2.9% to 28.1%**, a third successive year of improvement.

This reduction is partly due to more women moving into senior management positions and more women being promoted from entry-level roles. We now have a 50% female representation at executive level, an increase since our last report.

Our UK business has also developed a framework that enables us to evaluate all roles in terms of base salary and associated benefits. A complete review has been undertaken to ensure that all our positions are assessed within this structure to ensure parity in terms of total remuneration.

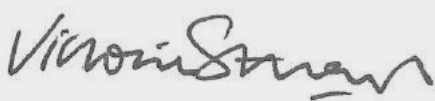
We have put in place direct recruitment methods to ensure that all language in our adverts is gender neutral with the aim of encouraging more females to apply to roles in an industry that is typically seen as male-dominated. We actively market our vacancies internally to encourage promotion from within and greater female representation at management level.

Additionally, we can report that our median bonus pay gap is now 31.0%. This has decreased by more than 50%, following the introduction of a bonus scheme that benefited our people, based on our company's performance.

It will take some time for some of our actions to translate into our gender pay gap figures: indeed some actions may have an adverse impact in the short term as we address the balance in our pipeline of talent at lower levels.

However, we can demonstrate progress over the past few years, particularly at our senior leadership level. We fully expect our pay gap to close progressively over the coming years.

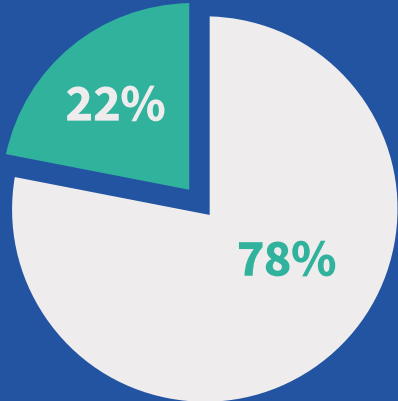
We have 1264 employees at the snapshot date. Our business covers Manufacturing, Sales & Distribution, Customer Services and support functions such as Marketing, Finance and IT.



HR Director

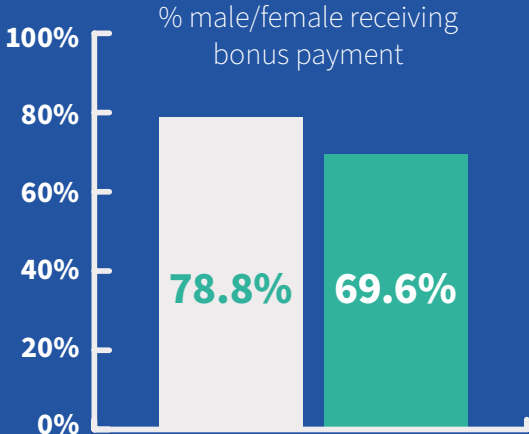
Our gender pay gap in numbers

% male/female employees



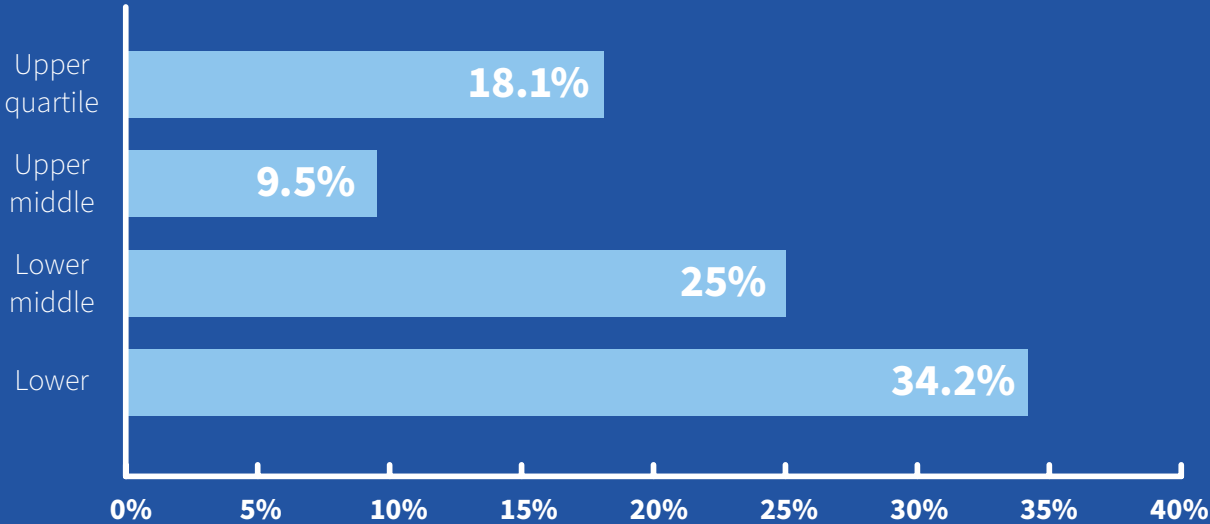
● Male ● Female

Bonus payments



● Male ● Female

% of women in each quartile



● Series 1

Our gender pay gap in numbers

Mean gender pay gap	14.5%
Median gender pay gap	28.1%
Mean bonus pay gap	34.9%
Median bonus pay gap	31.0%

Calculating our pay gap

The gender pay gap shows the difference between average earnings of men and women. This is different to equal pay, which deals with the pay differences between men and women who carry out the same jobs or work of equal value.

The gender pay gap is designed to reflect the opportunities for women to progress to senior roles in the organisation.

Mean pay gap

The individual hourly pay rates for all men are added together and divided by the number of male workers to get the mean hourly rate for men.

The individual hourly pay rates for all women are added together and divided by the number of female workers to get the mean hourly rate for women.

The difference between these two rates is the mean hourly pay gap.

Median pay gap

The individual hourly pay rates for all men are ranked in order and the rate in the middle of this list is the median hourly pay rate for men.

The individual hourly pay rates for all women are ranked in order and the rate in the middle of this list is the median hourly pay rate for women.

The difference between these two rates is the median hourly pay gap.