

2020 Gender Pay Gap Report

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

Miele is an equal opportunity employer and is committed to transparency and fairness in providing salary and benefits packages.

Miele have a job evaluation scheme, pay policy and system in place for setting pay levels. The process focusses on six grade levels which enables us to identify any inequality across comparable jobs within the company.

This year we can report a mean gap of 13.87%, this is a slight increase on the data reported for 2019, however is still lower than the National average of 14.6% (Office for National Statistics).

Our pay gap data, is as follows:

- Our median gender pay gap is 19.20%
- Our mean gender bonus gap is -24.88%
- Our median gender bonus gap is 2.55%
- The proportion of male employees receiving a bonus is 64.87% and the proportion of female employees receiving a bonus is 36.47%

Table 1: Pay quartiles by gender

This table shows our workforce divided into four equal-sized groups based on hourly pay rate. The lower quartile includes the lowest-paid 25% of employees and the upper quartile covers the highest-paid 25%.

Quartile	Males	Females	What is included in this band?
Lower	50.44%	49.56%	All employees whose standard hourly rate is within the lower quartile
Lower Middle	39.29%	60.71%	All employees whose standard hourly rate is more than the lower quartile but the same or less than the median
Upper Middle	93.75%	6.25%	All employees whose standard hourly rate is more than the median but the same or less than the upper quartile
Upper	65.18%	34.82%	All employees whose standard hourly rate is within the upper quartile

A quartile is one of four equally sized groups created when you divide a selection of numbers that are in ascending order into four. The "lower quartile" is the lowest group. The "upper quartile" is the highest group.

The figures in this table have been calculated using the standard methods used in the Equality Act 2010 (Gender Pay Gap Information) Regulations 2017.

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. We have a clear policy of paying employees equally for the same or equivalent work, regardless of their sex (or anything else listed above). We:

- carry out regular pay and benefits audits;
- provide regular equal pay training for all managers and staff members who are involved in pay reviews; and
- evaluate job roles and pay grades to ensure fairness.

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.

Across the UK economy, men are more likely than women to be in senior roles (especially very senior roles at the top of organisations). Women are more likely than men to be in front-line roles at the lower end of the organisation. Men are more likely to be in technical and IT-related roles, which are paid more highly than other roles at similar levels of seniority. Women are also more likely than men to have had breaks from work that have affected their career progression, for example to bring up children. They are also more likely to work part-time, and many of the jobs that are available across the UK on a part-time basis are relatively low paid.

This pattern from the UK economy as a whole is reflected in the make-up of our organisation. Our pay gap at Q1 and Q2 has remained broadly stable for 2020, this relates to the balance of genders in Customer Service Advisors, Sales Advisors and Logistics Roles.

The chart highlights the greater proportion of men in the upper and middle quartile. Field Service Technicians (99% male) is included in the upper middle quartile and this area accounts for more than 25% of our workforce. This has historically been a male dominated industry, as part of our future talent strategy we are looking at the ways in which we can attract a more diverse talent pool.

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%. At 13.87%, our mean gender pay gap is lower than the whole economy. The median gender pay gap for the whole economy (according to the November 2020 ONS ASHE figures) is 15.5%. At 19.20%, our median gender pay gap is slightly higher than the economy.

Table 2: Comparison with other organisations

	Our organisation 2020	Miele 2019 Report	2020 ONS ASHE whole economy
Mean gender pay gap	13.87%	10.80%	14.60%
Median gender pay gap	19.20%	22.00%	15.50%

Our mean gender bonus gap is: -24.88%. This demonstrates that the mean value of bonus paid in 2020 was higher for women as a cash amount the difference was approximately £500.

Our median gender bonus gap is: 2.55%. The median value of bonus' paid to men and women was broadly the same.

64.87% of men at our organisation received a bonus in the 12 months up to 5 April 2020. For women this was 36.47%. This is because there are more men in management, sales, and technical roles, which are eligible for a performance bonus.

What are we doing to address our gender pay gap?

As a responsible employer we want to continuously work on reducing our gender pay gap even though it compares favourably with others. 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.

So far, we have taken the following steps to promote gender diversity:

- Created greater flexibility in our working hours, location, and practices to help support working parents and encourage a more diverse candidate pool;
- Pay and benefits policy – Miele continues to evaluate every new job that is created, in order to determine a fair pay band based on the requirements on the role. The policy is reviewed annually and shared with all employees; and
- Greater use of apprenticeships and trainee positions, while this may not remove the pay gap it is aimed to encourage more young people into the Organisation and opens up alternative opportunities.

By themselves, none of these initiatives will remove the gender pay gap - and it may be several years before some have any impact at all. In the meantime, every year we will tell you what we're doing to reduce the gender pay gap and the progress that we're making.

Over the next year, we will roll out and begin to implement an action plan for Diversity and Inclusion, including;

- Building partnerships that support diversity at hiring, ensuring that we interview and appoint a balanced slate and panel;
- Developing pathways that encourage a fair gender representation of succession into senior roles;
- Greater measurement and reporting of key information on gender representation; and
- Review of pay and benefits framework.

Miele will continue to report on the Gender Pay Gap on annual basis and are committed to implementing initiatives that are appropriate and supportive of decreasing the gap. We accept that not all measures will have an immediate impact, but we will continue to report on the progress that is being made.

Any initiatives that are launched during the year will be reported on the Company intranet.

A handwritten signature in black ink that reads "John Pickering".

[John Pickering \(Sep 27, 2021 17:45 GMT+1\)](#)

John Pickering
Managing Director Miele GB, Ireland, and South Africa

27/09/2021