

## 2021 Gender Pay Gap Report

This is our annual gender pay gap report for the snapshot date of 5 April 2021.

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 plus two executive levels and separate pay scales for our Field Service Technician's and Customer Contact Centre roles. This enables us to identify any inequality across comparable jobs within the company.

This year we can report a mean gap of 1.53%, which is a decrease of 89% on the data reported for 2020, and considerably lower than the National average of 14.9% (Office for National Statistics).

Our pay gap data, is as follows:

- Our median gender pay gap is 6.39%
- Our mean gender bonus gap is 8.52%
- Our median gender bonus gap is 2.48%
- The proportion of male employees receiving a bonus is 93.4% and the proportion of female employees receiving a bonus is 92.1%

### **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%.

<b>Quartile</b>	<b>Males</b>	<b>Females</b>	<b>What is included in this band?</b>
Lower	57.26%	42.74%	All employees whose standard hourly rate is within the lower quartile
Lower Middle	59.48%	40.52%	All employees whose standard hourly rate is more than the lower quartile but the same or less than the median
Upper Middle	80.17%	19.83%	All employees whose standard hourly rate is more than the median but the same or less than the upper quartile
Upper	50.86%	49.14%	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.

As detailed above, our gender pay gap is far better than that of the UK economy and this is shown in the split of pay at each percentile, the pay gap for the lower quartile has remained broadly stable and the lower middle quartile has increased for 2021. These two quartiles relate 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 middle quartile. Field Service Technicians (99% male) are 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?

Miele have made significant strides in closing our gender pay gap. Ours is considerably better than the industry norm (shown below) and the whole economy (shown below).

The mean gender pay gap for the whole economy (according to the October 2021 Office for National Statistics (ONS) Annual Survey of Hours and Earnings (ASHE) figures) is 15.4%. At 1.53%, our mean gender pay gap is considerably lower than the whole economy and also considerably lower than the mean gender pay gap for our industry.

The median gender pay gap for the whole economy (according to the October 2021 ONS ASHE figures) is 15.4%. At 6.39%, our median gender pay gap is significantly lower than the economy.

Despite our success so far, we remain committed to being “Immer Besser” (Forever Better) with our gender pay gap and will not become complacent with our endeavours.

**Table 2: Comparison with other organisations**

	<b>Our organisation 2021</b>	<b>Miele 2020 Report</b>	<b>2021 ONS ASHE our industry</b>	<b>2021 ONS ASHE whole economy</b>
Mean gender pay gap	1.53%	13.87%	12.3%	14.90%
Median gender pay gap	6.39%	19.20%	14.0%	15.40%

Our mean gender bonus gap is 8.52%. This demonstrates that the mean value of bonus paid in 2021 was higher for men. As a cash amount the difference was approximately £260.

Our median gender bonus gap is 2.48%. The median value of bonus' paid to men and women was broadly the same. As a cash amount the difference was approximately £50.

62.27% of the total bonus payments was made to men in the 12 months up to 5 April 2021. For women this was 37.73%. 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
- A more equal split at Q4 and an improvement in Q3 which works towards creating a balanced pipeline into more senior roles.

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 are committed to rolling out and implementing 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

We will also implement the following initiatives:

- Miele are committed to conducting a full reward review for all employees in 2022, with plans to roll out and implement recommendations by 2024.
- Introducing our Academy of Excellence which allows expansion of our apprenticeship scheme. We aim to have gender balanced intakes encouraging diverse talent into the Organisation.

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.



**John Pickering**  
**Managing Director Miele GB, Ireland, and South Africa**  
**28 March 2022**