

# 2022 Gender Pay Gap Report

Snapshot date: 5 April 2022

## 2021 Gender Pay Gap - Correction

Our data for 2021 was incorrect. We share with you here, the reason behind the error, and the correct values.

This was due to an error in the calculation. The salary which was used was not the pro-rated salary, and when calculating, the actual working hours were used on the full-time equivalent salary and calculated a rate which was too high.

The correct values are in *green*. The incorrect reported values are in *red*.

- Our mean gender gap was *13.35%* (*1.53%*)
- Our median gender pay gap was *22.01%* (*6.39%*)
- Our mean gender bonus gap was *8.52%* (*8.52%*)
- Our median gender bonus gap was *2.48%* (*2.48%*)
- The proportion of male employees receiving a bonus was *62.27%* (*93.4%*) and the proportion of female employees receiving a bonus was *37.73%* (*92.1%*).

We have corrected this, and we are confident that the data we are reporting for 2022 is accurate.

## 2022 Gender Pay Gap

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 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 8.31%.

Our pay gap data, is as follows:

- Our median gender pay gap is 19.70%
- Our mean gender bonus gap is -39.39%
- Our median gender bonus gap is -69.59%
- The proportion of male employees receiving a bonus is 70.7% and the proportion of female employees receiving a bonus is 29.3%

## 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	55.56%	44.44%	All employees whose standard hourly rate is within the lower quartile
Lower Middle	68.89%	31.11%	All employees whose standard hourly rate is more than the lower quartile but the same or less than the median
Upper Middle	88.89%	11.11%	All employees whose standard hourly rate is more than the median but the same or less than the upper quartile
Upper	68.89%	31.11%	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 in this report, our gender pay gap is 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 widened in 2022. These two quartiles relate to the balance of genders in Service Support, 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.

The mean gender pay gap for all employees (according to the November 2022 Office for National Statistics (ONS) Annual Survey of Hours and Earnings (ASHE) figures) is 13.9%. At 8.31%, our mean gender pay gap is considerably lower than all employees.

The median gender pay gap for all employees (according to the November 2022 ONS ASHE figures) is 14.9%. At 19.70%, our median gender pay gap is higher than all employees.

	Our organisation 2022	2022 ONS ASHE whole economy	Miele 2021 Report
Mean gender pay gap	8.31%	13.90%	1.53%
Median gender pay gap	19.70%	14.90%	6.39%

## Table 2: Comparison with other organisations

Our mean gender bonus gap is -39.39%. This demonstrates that the mean value of bonus paid in 2022 was higher for females. As a cash amount the difference was approximately £729.

Our median gender bonus gap is -69.59%. This demonstrates that the median value of bonus paid in 2022 was higher for females. As a cash amount the difference was approximately £917.

70.69% of the total bonus payments were made to men in the 12 months up to 5 April 2022. For women this was 29.31%. This is because there are more men in management, sales, and technical roles, which are eligible for a performance bonus.

In Miele GB, 30% of our senior management positions are female as of February 2023.

# 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.



# What are we doing to address our gender pay gap?

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 continuing to conduct a full reward review for all employees, with plans to roll out and implement recommendations by 2024.
- Continuing improvement of our Academy of Excellence which allows expansion of our apprenticeship scheme. We aim to have gender balanced intakes encouraging diverse talent into the Organisation.
- Through our talent agenda and focused individual development with an aim to achieve a gender balanced Leadership Team by 2025.

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 final word from John Pickering, Managing Director



As a leader, I am convinced by the years of research that shows that gender balanced teams make better decisions, are more representative of our consumer, and benefit our business in so many ways. I am proud that alongside my peers in North West Europe we are aiming to achieve gender balanced leadership teams by 2025 (40 – 60% of any one gender) and I am personally committed to supporting this by my personal sponsorship of our talent agenda and the daily actions of myself and the whole business.

There is always more to do to grow an inclusive culture for all to thrive in, and a culture which recognises and values difference, including differences in gender identity.

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

*John Pickering - March 2023*

Signed: John Pickering  
John Pickering (Mar 21, 2023 11:24 GMT)

Date: Mar 21, 2023

**Miele**