

The Miele logo is a red rectangle with the word "Miele" in white, bold, sans-serif font. The background of the slide features a faint, embossed coat of arms with a central horse and the word "BESSER" on a shield.

Miele

2024 Gender Pay Gap Report

Snapshot date: 5 April 2024

2024 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. This enables us to identify any inequality across comparable jobs within the company.

This year we can report a mean gap of 13.74%.

Our pay gap data, is as follows:

- Our median gender pay gap is 26.53%
- Our mean gender bonus gap is 32.53%
- Our median gender bonus gap is 65.93%
- The proportion of male employees receiving a bonus is 66.47% and the proportion of female employees receiving a bonus is 33.53%. This is representative of the gender split of our organisation.

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	43.14%	56.86%	All employees whose standard hourly rate is within the lower quartile
Lower Middle	60.40%	39.60%	All employees whose standard hourly rate is more than the lower quartile but the same or less than the median
Upper Middle	82.35%	17.65%	All employees whose standard hourly rate is more than the median but the same or less than the upper quartile
Upper	70.30%	29.70%	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 mean 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 increased and the lower middle quartile has remained stable in 2024. These two quartiles broadly 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. The upper quartile saw a slight increase in 2024.



How does our gender pay gap compare with that of others?

The mean gender pay gap for all employees (according to the November 2024 Office for National Statistics (ONS) Annual Survey of Hours and Earnings (ASHE) figures) is 13.8%. At 13.74%, our mean gender pay gap is lower for all employees.

The median gender pay gap for all employees (according to the November 2024 ONS ASHE figures) is 13.1%. At 26.53%, our median gender pay gap is considerably higher for all employees.

As an organisation in the private sector, our mean gender pay gap is lower than the November 2024 ONS ASHE figure for private sector (16%), however our median gap is higher.

One of the root causes of the increase in the median gender pay gap year on year is a drop of female representation in senior roles in 2024, which is something we are actively working to address.

	Our organisation 2024	2024 ONS ASHE whole economy	2024 ONS ASHE Private sector	Miele 2023 Report
Mean gender pay gap	13.74%	13.8%	16%	11.38%
Median gender pay gap	26.53%	13.1%	18.3%	23.73%

How does our gender pay gap compare with that of others? *(continued)*

Our mean gender bonus gap is 32.53%. This demonstrates that the mean value of bonus paid in 2024 was higher for males. As a cash amount the difference was approximately £987.

Our median gender bonus gap is 65.93%. This demonstrates that the median value of bonus paid in 2024 was higher for females. As a cash amount the difference was approximately £1704.

Our Field Service Technicians, of which 99% are male, are eligible for performance-based bonuses which contribute to the gap in value.

86.9% of males received bonus payments in the 12 months up to 5 April 2024.

78.1% of females received bonus payments in the 12 months up to 5 April 2024.

66.47% of the total bonus payments were made to men in the 12 months up to 5 April 2024. For women this was 33.53%. This is representative of the gender split of our organisation.

In Miele GB, 35% of our senior management positions are female as of February 2025.

What are we doing to address our gender pay gap?

As a responsible employer we will continuously work on reducing our gender pay gap, as part of our commitment to building gender balance within our organisation. We have set a target that by 2030 all of our management and leadership team roles will be 40 – 60% of any one gender.

So far, we have taken the following steps to promote gender balance within our organisation:

- **Pay and benefits:** 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. We also publish pay bands on all GB job adverts, to increase transparency and reduce pay differentials from negotiation. Miele are continuing to implement the recommendations from the full reward review conducted in 2023 for all employees.
- **Tracking diversity data through the recruitment process:** In 2024 we started to collect diversity data to track gender of the applicants through the pipeline and haven begun adapt our processes if there are any barriers to female or under-represented candidates.
- **Consistent Bonus Structure:** Miele implemented a new bonus structure in 2023 which supports bonus equality on lower banded roles, as well as ensuring that all groups are assessed using a similar framework. So far, a higher proportion of employees have received a bonus payment in this new structure than in previous years.
- **Flexibility:** We have created greater flexibility in our working hours, locations, and practices to help support parents and encourage a more diverse candidate pool.
- **Succession & High Potential Programmes:** We ensure that candidates nominated for development programmes are gender balanced and encourage questions as to why if a succession pipeline is not gender balanced.

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.

A final word from John Pickering, Managing Director



As a leader, I firmly believe in the wealth of evidence showing that diverse, gender-balanced teams lead to better decision-making, more accurate reflections of our consumers, and significant benefits for our business.

I'm proud to stand with my colleagues across North West Europe in our shared goal to establish leadership teams with gender balance by 2025 (achieving 40–60% representation of any single gender). Personally, I am fully invested in this journey, championing our talent initiatives and embedding inclusive practices into the daily operations of our business.

Building an environment where everyone feels valued and empowered to thrive remains a cornerstone of our efforts. Embracing and respecting differences, including diversity in gender identity, is at the heart of this ambition.

Miele's commitment to continuous improvement - our "Immer Besser" (Forever Better) philosophy - drives us to address challenges like the gender pay gap with determination and without complacency.

John Pickering

John Pickering (Mar 14, 2025 13:05 GMT)

John Pickering - March 2025

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