



GENDER PAY REPORT



- Employers with 250 or more employees are required to publish and report specific figures about their gender pay gap each year
- On the statutory snapshot date of 5 April 2018 the number of employees at Ideal Boilers was 710 and therefore above the threshold for reporting
- The data for this report is based on April 2018 payroll data
- The 'gender pay gap' is not the same as equal pay. Equal pay is about the differences between men and women performing the same work and is unlawful. The gender pay gap is concerned with the differences in the average earnings of men and women regardless of their job role. It is influenced by a range of factors including the demographics of a Company's workforce

THE STATUTORY GENDER PAY METRICS FOR IDEAL BOILERS LTD

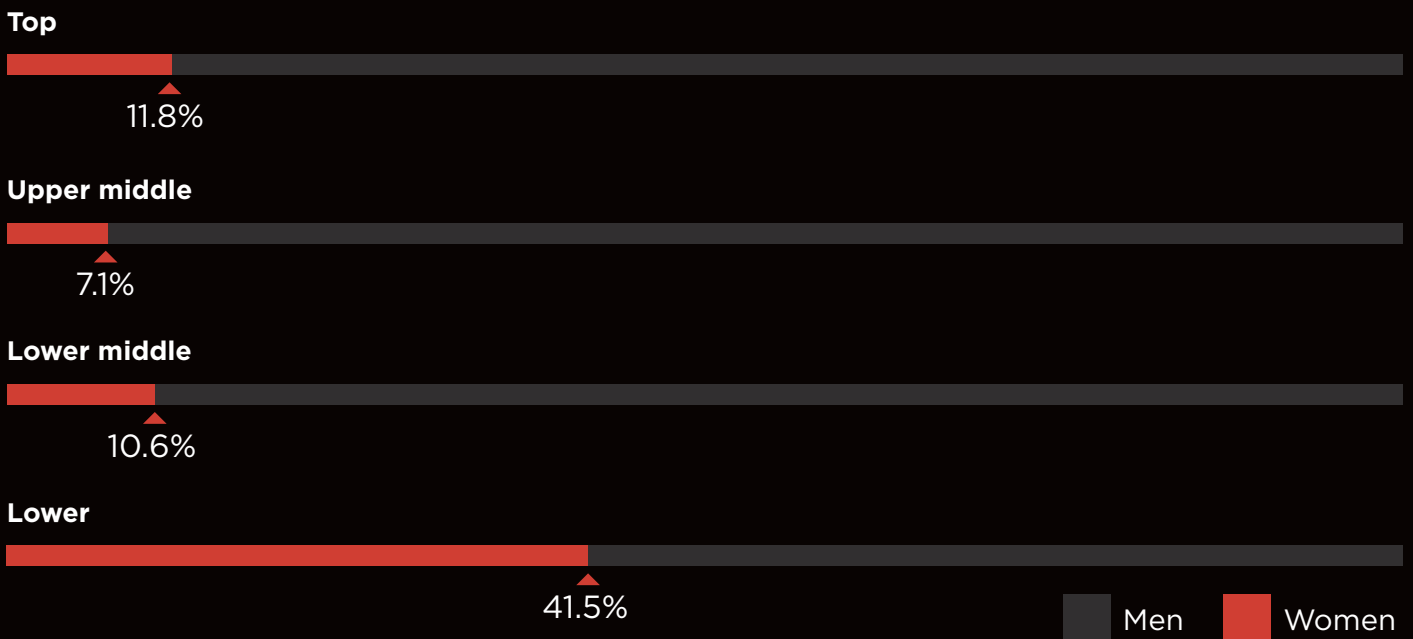
Overall gender pay gap based on mean hourly pay **20.6%**

Overall gender pay gap based on median hourly pay **26.4%**

Gender bonus gap based on mean bonus pay over 12 months **-2.5%**

Gender bonus gap based on median bonus pay over 12 months **-21.4%**

Proportions of male and female employees in quartile hourly pay bands:



Proportions of male and female employees receiving bonuses over 12 months

Male **30.2%** Female **6.9%**

IDEAL BOILERS HAS A MEAN GENDER PAY GAP ABOVE THE NATIONAL MEAN GENDER PAY GAP OF 17.1%¹ FOR THE MANUFACTURING INDUSTRY. HOWEVER, IT IS AN IMPROVEMENT ON OUR 2017 RESULTS WHICH REFLECTS AN INCREASE IN WOMEN WITHIN MORE SENIOR ROLES.

At 26.4% the median gender pay gap at Ideal Boilers is also above that of the manufacturing industry nationally which has a median gender pay gap of 20.3%².

Whilst fewer women than men received a bonus payment (due in part to the fact that the positions where employees are eligible to receive bonus payments, namely Sales and Service, are mainly occupied by men), the mean and median bonus gap is significantly lower than the average of 29.3% and 8%³ for manufacturing. This reflects the fact that there are more women receiving bonus in senior roles.

In April 2018 only 18% of our employees were women, this is not unusual in our sector of the manufacturing industry. The Institution of Engineering & Technology 2017 survey 'Skills & Demand in Industry' reported that nationally the figure is 11%.

We recognise that increasing the diversity and the number of women in our business is very important to the future success of our organisation.

We actively seek to improve gender balance in our organisation and are a key supporting partner of the Women Into Manufacturing and Engineering (WIME) initiative which seeks to change the perception that engineering is a male role. In fact we employ several female engineers across a range of disciplines, some of whom have successfully completed our apprenticeship programme. We also offer flexible working patterns wherever possible to enable work/life balance and to encourage the recruitment and retention of women to pursue their careers.



Debbie Skalli
Head of HR - GA UK & ROI

¹ As reported in the 2018 Provisional Annual Survey of Hours and Earnings published by the government Office for National Statistics

² 2018 Provisional Annual Survey of Hours and Earnings

³ Gender pay and bonus gaps: 2018 data published by Xpert HR