

# Our 2019 Gender Pay Gap Report

It is now a legal requirement for any organisation with over 250 employees to report their Gender Pay Gap and this is our report for Dorma UK Ltd. The Gender Pay Gap is the difference between men's and women's average hourly pay across an organisation, expressed as a percentage, that is reported as a mean average and median average. We are reporting mean and median pay gaps below the national average yet will still have differences between the genders.

	Mean	Median
Hourly pay	10.10%	10.52%
Bonus Pay	20.02%	8.2%

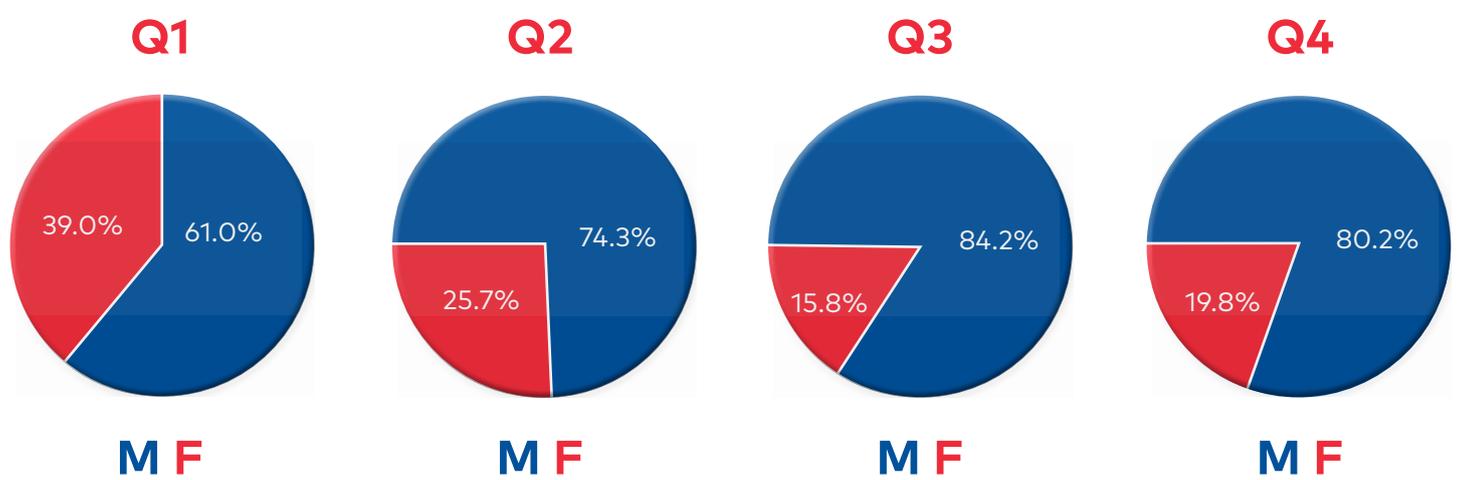
We are trying to improve the male to female ratio across the organisation. However, we operate with a large field-based engineering team, which is male, in a male dominated sector, so it is a challenge for us to attract female talent into the business.

The movement in the labour market continued in 2019, with transitions in the overall workforce increasing the mean pay gap by just over 3% to 10.1%. The number of women in Q4 reduced by 2.4%, yet we have made progress in redressing the gap for those remaining in this quartile.

On recruitment and promotion to management and senior positions, we review, and benchmark salaries based on experience and responsibilities of the role and, as a result, we have seen a 2% decrease in the mean gender pay gap at the Q4 level. As an organisation we have initiated a Gender Diversity Initiative to support women within our business to progress within the organisation.

## QUARTILES

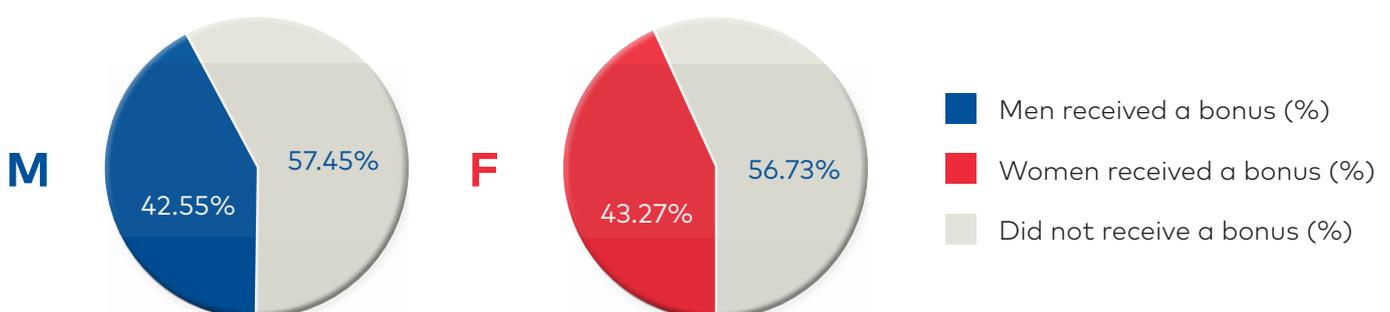
The following illustrates the proportion of men and women in each of the four equally sized quartiles required for Gender Pay Gap reporting requirements.



Female employees are 25% of our total workforce, up 2% from the previous year and we have seen an increase in female employees in Q1 and Q3. We believe that the gap in hourly pay is caused by an under representation of females in Q3 and Q4, for the reasons described above, and an overrepresentation of women in Q1, due to the majority of administration roles sitting within this quartile, which historically attract more female applicants.

## BONUS of our workforce

We have fewer women in senior roles and sales positions, where bonus is a more typical part of remuneration. However, we have seen an increase in the proportion of women receiving a bonus, up 6.8% since the 2018 report.



I confirm that the information contained within this report is accurate.

**Stephen Bewick**  
Senior Vice President  
UK, Ireland & BeNeLux