

Our 2017 Gender Pay Gap Report

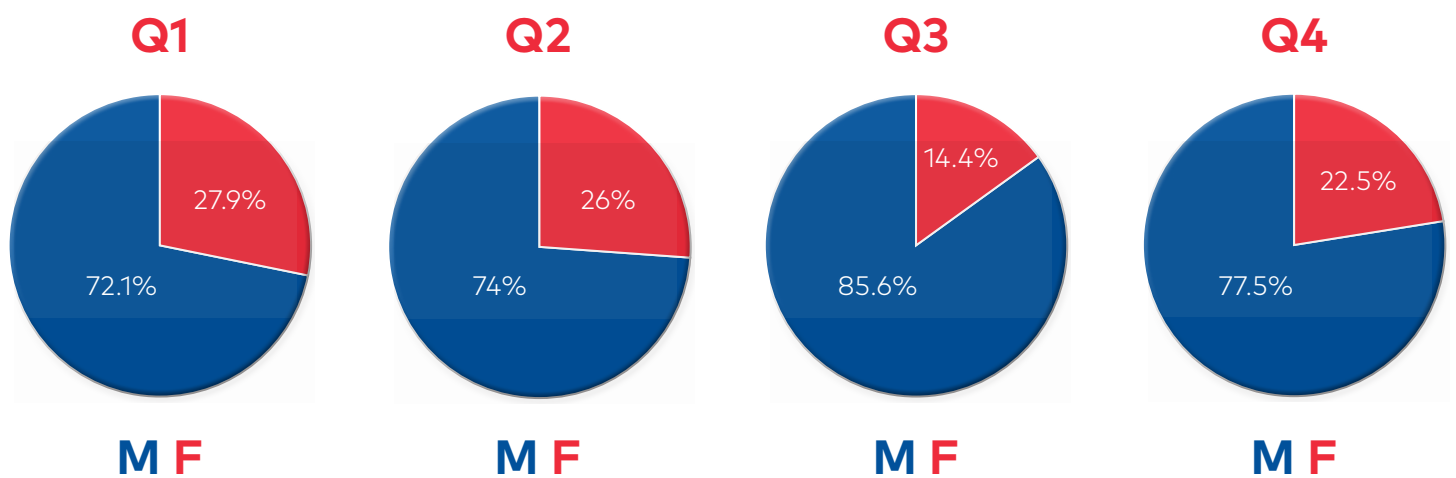
It is now a legal requirement for any organisation with over 250 employees to report their Gender Pay Gap and this is our report for Dorma UK Ltd. The Gender Pay Gap is the difference between men's and women's average hourly pay across an organisation, expressed as a percentage, that is reported as a mean average and median average. Although we are reporting mean and median pay gaps below the national average, we know there is more we could do.

	Mean	Median
Hourly pay	6.42%	6.88%
Bonus Pay	16.40%	-76.39%

Our approach to reward is gender neutral and we believe that the gap in hourly pay is caused by an under representation of females at senior levels within the business so we are committed to improving this balance and providing an equal and inclusive workplace.

QUARTILES

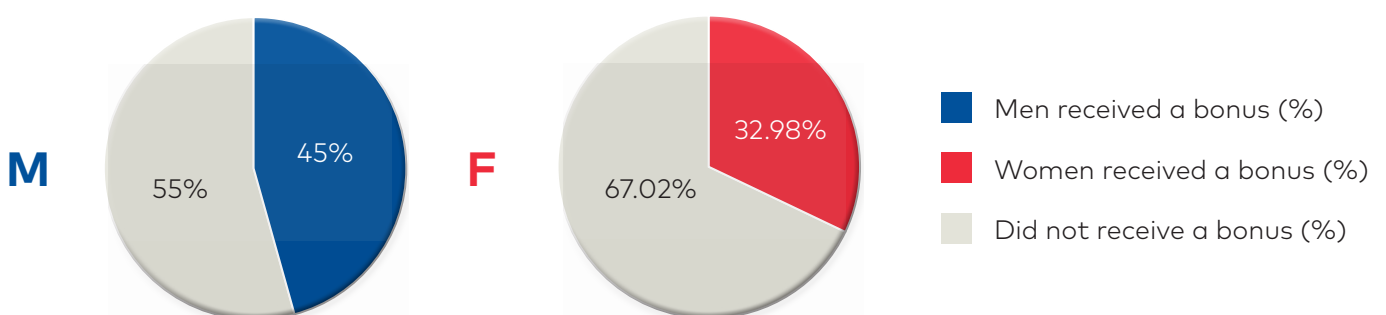
The following illustrates the proportion of men and women in each of the four equally sized quartiles required for Gender Pay Gap reporting requirements.




We are trying to improve the male to female ratio across the organisation. However, we operate in what is still a male dominated sector so it will take time for us to attract female talent into the business. In recent years, the number of female managers within our business has increased via internal promotion and external selection and we feel that these role models are key to improving our gender diversity within the business.

BONUS

We are confident that any gaps between males and female bonus are driven by the structure of our workforce. We have fewer women in senior roles and sales positions where bonus is a more typical part of remuneration.



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



Stephen Bewick
Senior Vice President
UK, Ireland & BeNeLux