

# Our 2018 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	6.82%	10.21%
Bonus Pay	4.28%	-4.7%

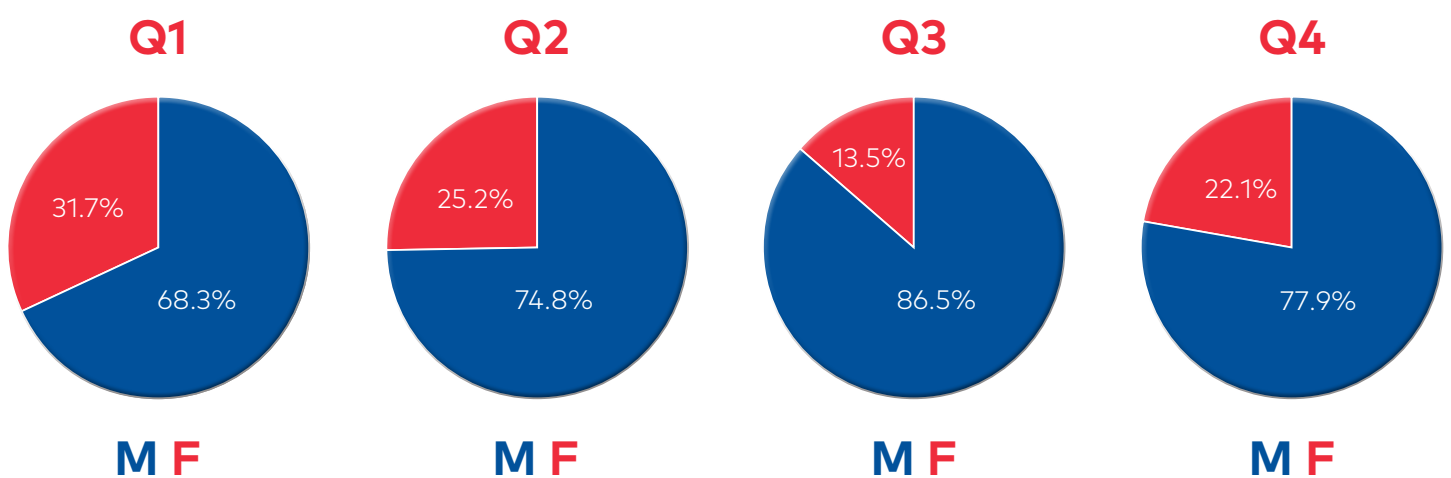
We are trying to improve the male to female ratio across the organisation. However, we operate in a male dominated sector, so it is a challenge for us to attract female talent into the business.

We have seen a lot of movement in the labour market, particularly with technicians. Consequently, since the 2017 report we have had to make changes to our salaries in order to attract and retain employees. As these roles typically sit in Q2 and Q3, this has led to an increase in our median pay gap, primarily due to the lack of female candidates for technician positions leading to an all-male technician workforce. This has also influenced the slight increase in the overall mean pay gap.

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 slight decrease in the mean gender pay gap at the Q4 level.

## QUARTILES

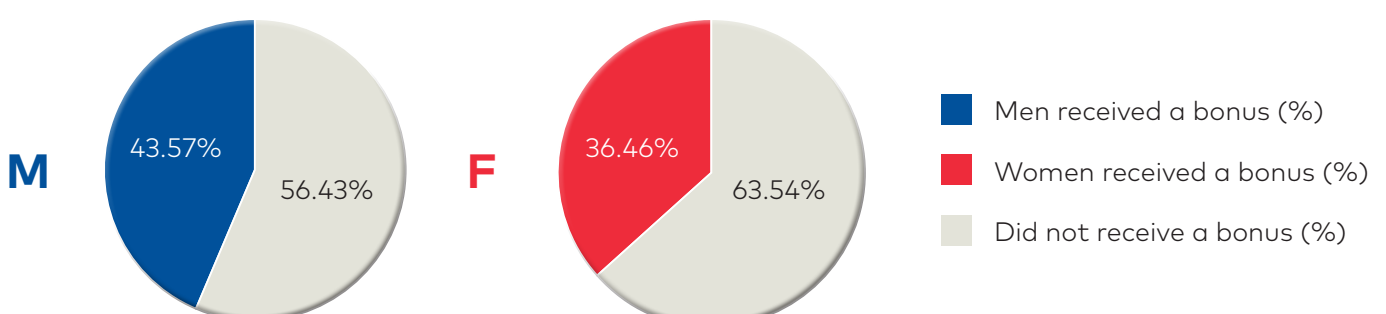
The following illustrates the proportion of men and women in each of the four equally sized quartiles required for Gender Pay Gap reporting requirements.



Female employees are 23% of our total workforce. We believe that the gap in hourly pay is caused by an under representation of females in Q3, 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

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 as well as increase in the mean bonus pay for female employees, since the 2017 report.



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



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