

Gender pay gap report.

2020



 **JUNGHEINRICH**

Introduction and Summary.

Company statement

This will be the third time that we have submitted our gender pay gap report and for us it helps us to identify where we could do better as a business and it also gave us the tools to challenge industry traditions. We believe in an open and equal culture that starts at the top. We have continued to make excellent strides, despite the turbulent times that our business are currently operating in and switching to the virtual world. At Jungheinrich, we employ people based on their capabilities and not based on their age, race, gender, sexual orientation, disability, religion or marital status. Ensuring that all under-represented groups are recognised is vital for equality and this is something that we take very seriously.

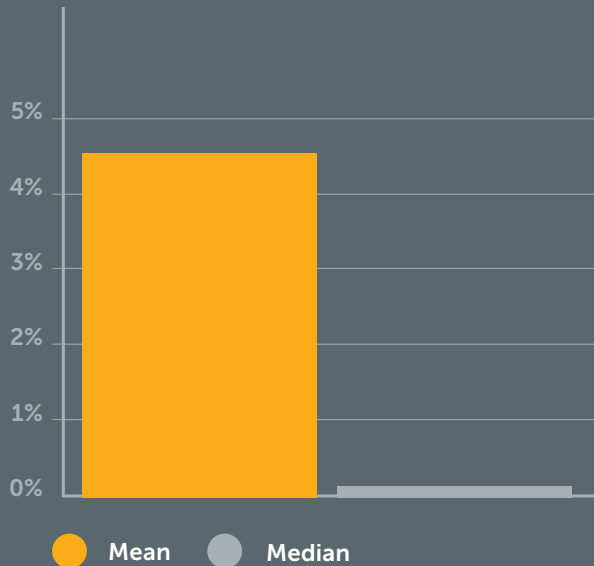
Luuk Snijders, Managing Director



What are our stats/ data as of the 5th April 2020:

As of the 5th April 2020 Jungheinrich UK Ltd employed 84% males compared to 16% females (this is unchanged from 2017 and 2018). As previously identified, we know that being an engineering and sales business we would have an uneven balance between our employed genders.

Mean and Median Gender Pay Gap

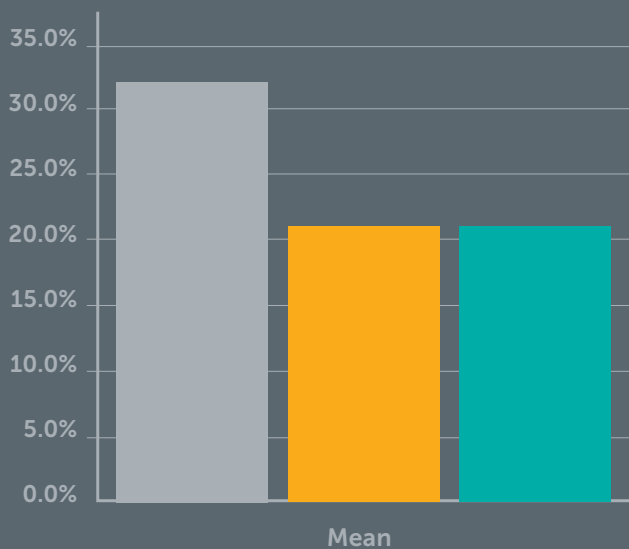


Our results shows that we have a 4.6% mean gender pay gap, this is down from 11% in 2018, and a 0.2% median gender pay gap, again this has been reduced from the 2018 figure of 0.3%. We are aware that one of the main challenges we face is the majority of our workforce being within our engineering demographic which is traditionally male dominated. However, the percentages for 2020 are encouraging, as we clearly are on the right path.



Mean and median bonus

In 2017, our mean bonus showed that we had a gap of 32.7% between what men and women earn. In 2018 and this year we are pleased to report that this gap has reduced significantly to 21%.



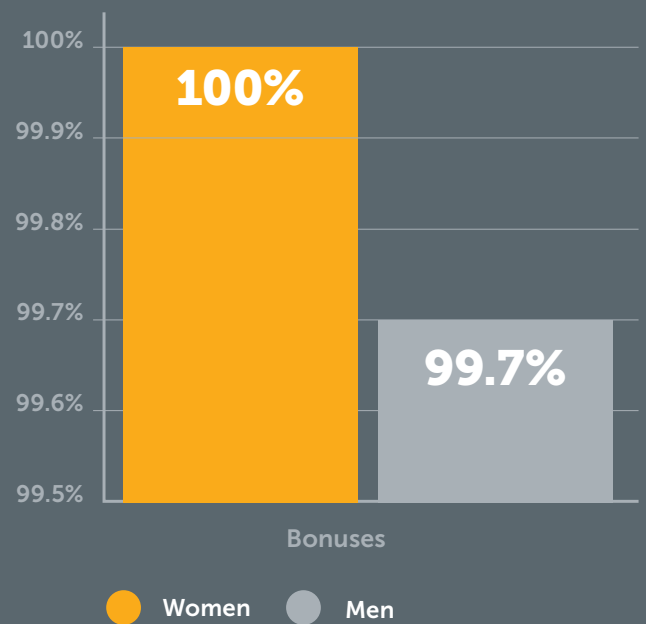
● 2017 ● 2018 ● 2020



Who receives a bonus?

As of the 5th April 2020, we had 99.7% of males that received a bonus and 100% of females. The reason for such high percentage figures was due to a group wide bonus that was paid to all employees.

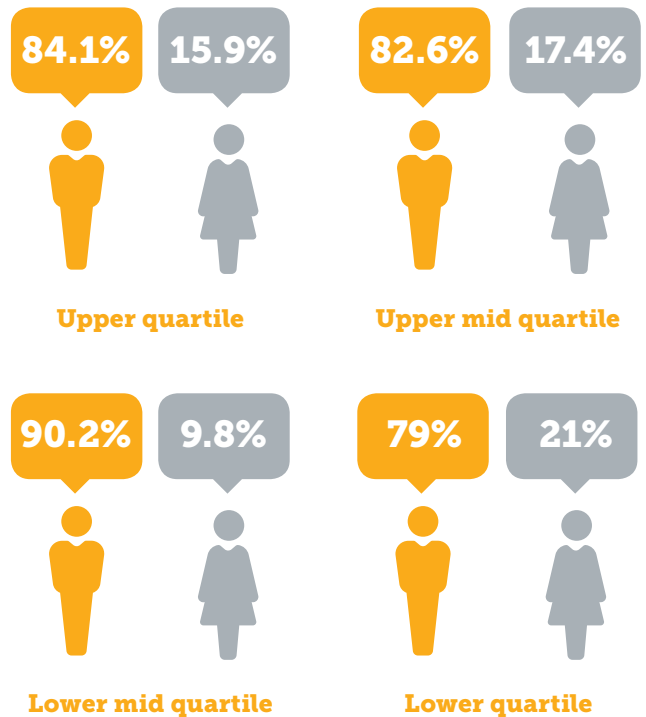
Our bonus schemes are paid on performance for the previous year, not just personal achievements but also how successful the business and group has been.



Quartiles and Pay Banding

The quartiles show the gender breakdown within the business by salary, and are calculated by splitting the business into four equal sections. These pay bands show the proportion of male and female full-pay employees within them.

We acknowledged previously that the majority of our senior roles which are within the upper two quartiles are held by male employees and females were under represented. This year the combined female figure for both Upper Quartile and Upper Mid Quartile is just over 33.3%, this is a slight increase from 2018's 32%.



Continued commitment.

Jungheinrich UK LTD is still committed to ensuring that we have an equal, diverse, balanced workforce and culture that allows employees to grow to their maximum capabilities. Our industry is historically male dominated and this is an area that we are focused on changing to allow females the opportunity to challenge this traditional culture.

Further Information

What is it?

- **Definition**

What is the gender pay gap? The gender pay gap is the difference in average pay between males and females within our employment. It allows us as company to identify, on a broader level, if we actually have a gender pay gap and also gives us the opportunity to challenge and rectify it.

- **Equal pay vs gender pay**

Equal pay and gender pay should not be confused as the same thing. Both deal with the disparity of pay women receive in the workplace but they are two different issues:

1. Equal pay means that men and women in the same employment performing equal work must receive equal pay. (Equality Act 2010)
2. Gender pay gap is a measure of the difference between men and women's average earnings across an organisation or the labour market. It is expressed as a percentage of men's earnings

Future steps.

To focus on reducing our gender pay gap we plan to continue with all of our initiatives that we have implemented and launch new ways of tackling gender pay:

- Further enhancement of already proven projects - a continuation of our successful apprenticeship scheme
- Continued focus and on our Investors In People, an award that we have been accredited with since 2009
- The launch of our engagement multiplier survey, to monitor satisfaction across the business
- Greater focus on our recruitment process, via our Talent Team, to remove bias
- Focus of recruitment on different demographic areas
- Changing traditional and historical recruitment channels
- Continued recruitment training - unconscious bias training for all recruiting managers



Jungheinrich UK Ltd

Sherbourne House

Sherbourne Drive

Tilbrook

Milton Keynes

MK7 8HX

Telephone 01908 363100

Fax 01908 360180

info@jungheinrich.co.uk

www.jungheinrich.co.uk

**JUNGHEINRICH**