

Jungheinrich UK

Gender Pay Gap Report 2023



Introduction

Company Statement

At Jungheinrich UK Ltd, we understand the importance of a diverse workforce and therefore we strive to create an inclusive environment where our employees feel valued and have a sense of belonging. We have been publishing our Gender Pay Gap figures since 2017, the reporting continues to help us identify where we could improve as a business and gives us the tools, data, and transparency to challenge the industry norms. We continue to work on our culture and embrace the new working environment post pandemic. At Jungheinrich UK Ltd, we continue to employ people based on their capabilities and skills 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 and will be a bigger focus for us in 2024.

Paul Lynam, Managing Director





What are our stats?

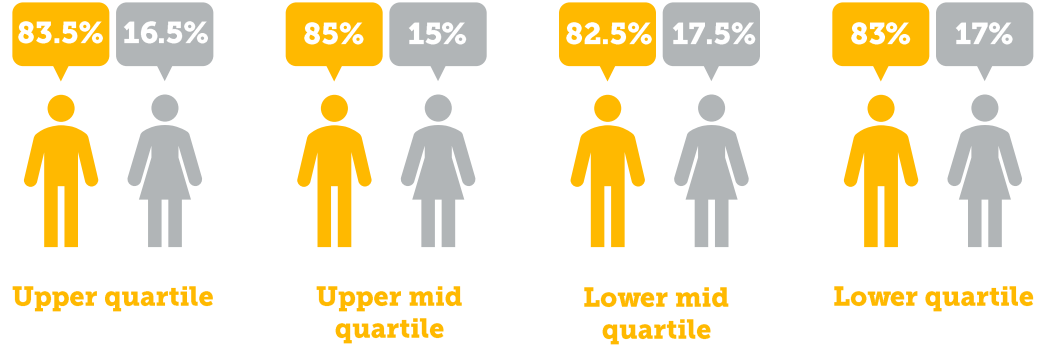
Workforce Demographics

As of 5th April 2023, Jungheinrich UK Ltd workforce was made up of 83% males and 17% females which sees an increase of females by 1% on the previous year. Traditionally, both engineering and sales environments tend to be more male dominated. This means that we need to continue to do more to attract females to the business.



What are our stats?

Pay Quartiles



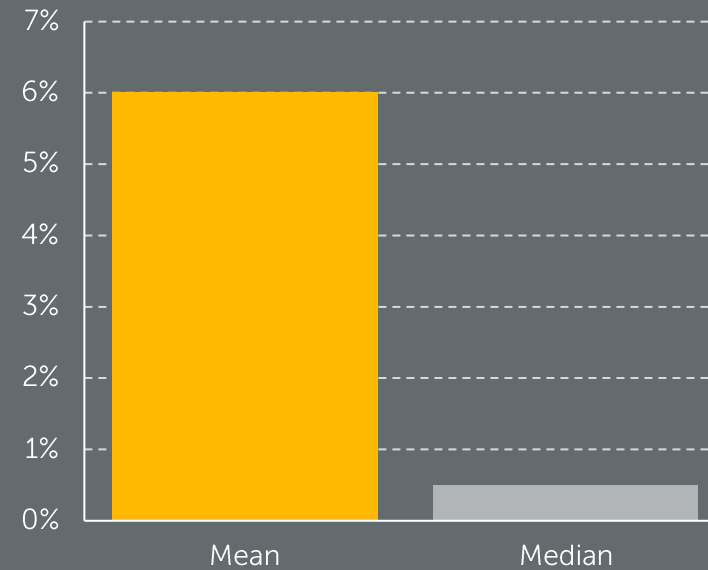
The quartiles show the gender breakdown by salary and are calculated by splitting the business into four equal sections. These pay bands show the proportion of male and female full-pay employees within them.

We acknowledge that historically the majority of our senior roles within the upper two quartiles are held by male employees and females are underrepresented. In 2023, the combined female figure for these quartiles is just under 31.5%, this a significant increase on previous years.

Our Gender Pay Gap

Mean and Median Gender Pay Gap

Our results show that our mean gender pay gap for 2023 is 6%, this is down from our previous figure of 6.6%. Our median gender pay gap in 2022 was 1.2% and this has decreased again this year to 0.5%, which is a real positive reflection on the work we have done.



Our Gender Pay Gap

Bonus Pay



In 2023, we had 75% of males that received a bonus and 100% of females. This has dramatically increased from previous years

In 2023, the mean bonus gap is 55 %, compared to 32.7% in 2017 and then 21% in subsequent years. We have done work over the previous years to try to reduce this, however it is clear that further work needs to be done. Regarding the median this is now 38.5%, again an increase, demonstrating a need to focus on our bonus structures.



Further Information

What is the Gender Pay Gap?

The gender pay gap is the difference in average pay between males and females within the workforce. It allows us as a business to identify if we have a gender pay gap, what it is and gives us the opportunity to challenge and rectify it.

Equal pay and gender pay gap are sometimes confused as the same thing. While both deal with the disparity of pay women receive in the workplace, they are two different issues:

- Equal pay means that men and women in the same employment performing equal work must receive equal pay (Equality Act 2010).
- 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

We will continue to focus on reducing our gender pay gap, with initiatives already implemented and pursue new ways of tackling gender pay:

- Continue focus on diversity and inclusion across all departments of the business.
- Further enhancement of our successful apprenticeship scheme. Widening the scope from our engineering apprenticeships to include other disciplines such as sales, HR, training, and finance.
- Highlighting the progression of the women we have across the business via internal communication channels
- Continued focus and on our Investors In People, an award that we have been accredited with since 2009. In the most recent accreditation, we were awarded the Silver award.
- Building on our engagement survey, to monitor participation and satisfaction across the business and analysing the employee feedback.
- Greater focus on our recruitment process, via our Talent Team, including training for our recruiting managers particularly around unconscious bias. Utilising different channels to make sure we access a diverse talent pool.



Jungheinrich UK Ltd
Sherbourne House
Sherbourne Drive
Tilbrook
Milton Keynes
MK7 8HX

Telephone 01908 363 100
Fax 01908 360180

info@jungheinrich.co.uk
www.jungheinrich.co.uk

