

Jungheinrich UK

Gender Pay Gap Report 2022



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 2023.

Paul Lynam, Managing Director





What are our stats?

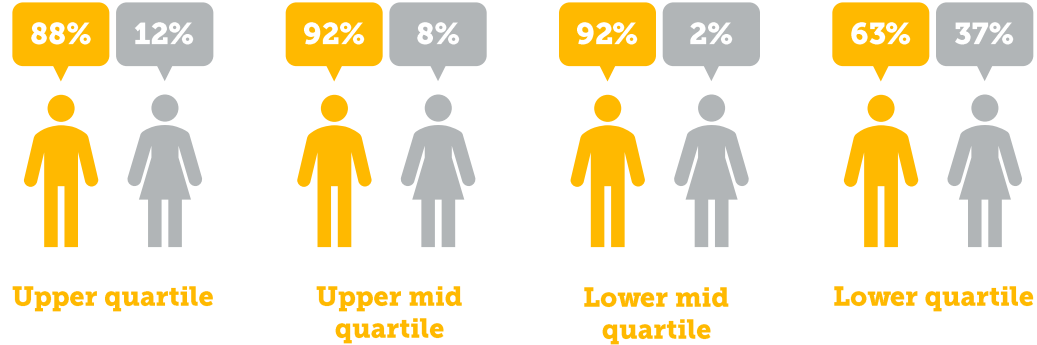
Workforce Demographics

As of 5th April 2022, Jungheinrich UK Ltd workforce was made up of 84% males and 16% females. There is no movement from 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



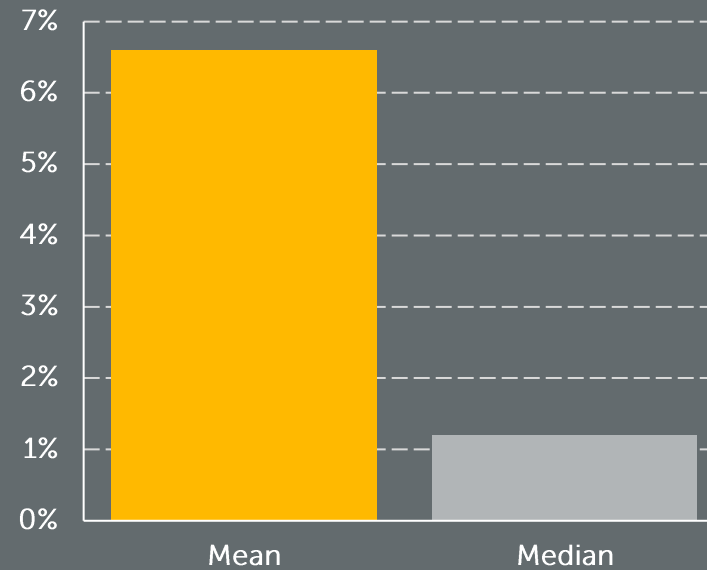
The quartiles show the gender breakdown by salary and are calculated by splitting the business into four equal sections. These pay bands show the proportion of male and female full-pay employees within them.

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 2022, the combined female figure for these quartiles is just under 20%, this is a slight decrease from previous year.

Our Gender Pay Gap

Mean and Median Gender Pay Gap

Our results show that our mean gender pay gap for 2022 is 6.6%, this is down from our previous figure of 7.35%. Our median gender pay gap in 2021 was 3.23% but again this has decreased in 2022 to 1.2%, which is a real positive reflection on the work we have done.



Our Gender Pay Gap

Bonus Pay



In 2022, we had 95% 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 mean bonus pay gap for 2022 is 20.7%, which is a slight increase compared to 17.2% in 2021 but a significant decrease from 32.7% when we started reporting in 2017. This clearly shows a positive move in the right direction, and we will continue to work on this to ensure the percentage decreases.



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:

- 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.



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