

Jungheinrich UK

Gender Pay Gap Report 2024



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 develop our culture and embrace the new working environment post pandemic.

At Jungheinrich UK Ltd, we 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 2025.

Alexander Baal, Acting Managing Director





What are our statistics?

Workforce Demographics

As of the 5th April 2024, Jungheinrich UK Ltd workforce was made up of 83% males and 17% females which remains stable. We know that as a business operating in an engineering and sales environment, we will naturally have an imbalance between our employed genders. We are actively focusing on our recruitment channels and are being more proactive in our approach to recruitment training for hiring managers.

83%

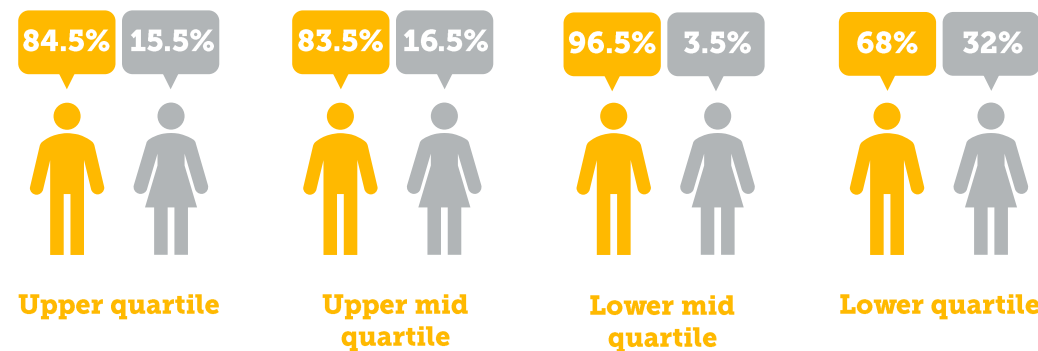


17%



What are our stats?

Pay Quartiles



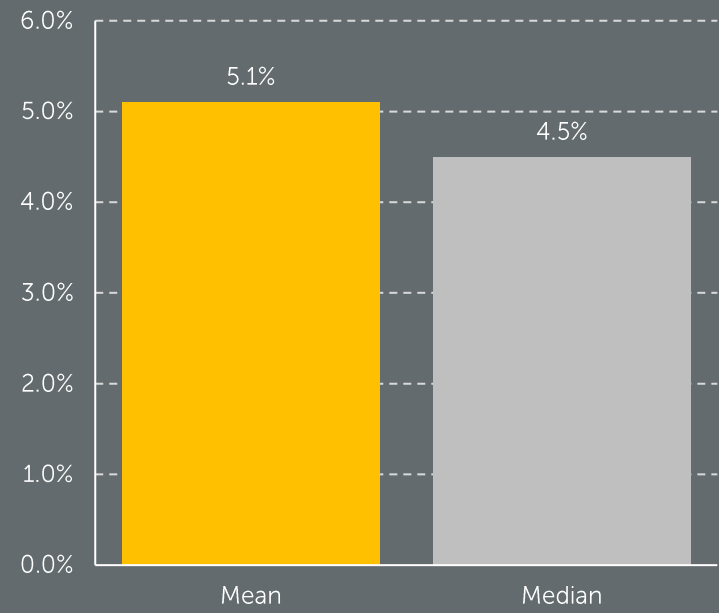
The quartiles show the gender breakdown by salary and are calculated by splitting the business into four equal sections. These pay bands show the proportion of male and female full-pay employees within them.

Historically, we always acknowledge that the majority of our senior roles which sit within the upper two quartiles are held by male employees and females are underrepresented. In 2024, the combined female figure for these quartiles is 32%, this a slight increase on the previous year.

Our Gender Pay Gap

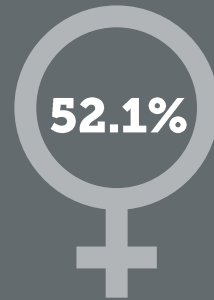
Mean and Median Gender Pay Gap

Our results show that our mean gender pay gap has continued to decrease with the 2024 figure being 5.1%. In 2021, our mean gender pay gap was 7.4% and this continued decrease is a positive reflection of the work we have done. Our median gender pay gap in 2024 is 4.5%, which is an increase on previous years.



Our Gender Pay Gap

Bonus Pay



In 2024, we had 38.4% of males that received a bonus and 52.1% of females which is a decrease from previous years due a number of factors such as incorporating bonus payments into basic pay.

In 2024, the mean bonus gap is 47.5% which is decrease from 55% in 2023. We have done work over the previous years to try to reduce this, however its clear that further work needs to be done. The median bonus gap is now 56.2%, an increase on the 2023 figure, 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 existing initiatives and pursue new ways of tackling gender pay:

- We have enhanced of our successful apprenticeship scheme, widening the scope from solely engineering programmes to include other disciplines such as sales, HR, training, and finance.
- Continue marking International Women's Day using it as a platform to accelerate action.
- Highlighting the progression of the women in our business via internal communication channels.
- Continued focus on our Investors In People accreditation which we've held since 2009. In 2022, we achieved the Silver award and in 2025 we've been reassessed and achieved an improved 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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