

# Hoover Limited - Gender Pay Gap Report April 2024

## Gender Pay Gap Reporting

All businesses who employ 250 or more employees are required to carry out an annual assessment and produce an annual report on key pay differentials relating to gender within their organisation. This is our report for the period to 5 April 2024.

Gender Pay Gap Reporting compares the average pay of male and female employees employed by the same organisation, regardless of the job that they do. This is very different to equal pay legislation, which compares like with like to ensure that women and men who carry out the same work, work of equal value or work rated as equivalent under a job evaluation scheme receive the same pay.

## What is Hoover's Gender Pay Gap?

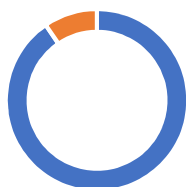
As of 5 April 2024, Hoover employed 687 people in a wide range of roles.

We calculated our mean (the sum of all relevant employees' hourly rates of pay, divided by the number of employees) and median (the middle value where employees' hourly rates of pay are listed in numerical order) pay gaps for both hourly rates of pay and bonus pay.

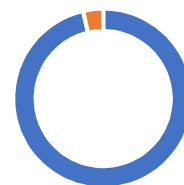
	Mean	Median
Hourly pay	18.4% (19.1% in 2023)	19.2% (15.5% in 2023)
Bonus pay	39.7% (37.7% in 2023)	96.6% (74.1% in 2023)

We also assessed what proportion of our female and male employees received bonus pay between 6 April 2023 and 5 April 2024.

90.5% of female employees received bonus payments  
(96.2% in 2023)



96.4% of male employees received bonus payments  
(93.1% in 2023)



Finally, we assessed the proportion of male and female employees within four equally sized quartiles according to their hourly rates of pay.

	Female	Male
Upper quartile	26.5% (25.2% in 2023)	73.5% (74.8% in 2023)
Upper middle quartile	14.3% (20.7% in 2023)	85.7% (79.3% in 2023)
Lower middle quartile	25.9% (10.4% in 2023)	74.1% (89.6% in 2023)
Lower quartile	52.4% (54.8% in 2023)	47.6% (45.2% in 2023)

## What are the reasons for our gender pay gap?

Our gender pay gap continues to result from the under-representation of females in executive roles that attract the highest levels of pay within our organisation (in the top two quartiles). As at April 2024, only 26.5% of our upper quartile was female, an improvement of 1.3% year-on-year.

Whilst we are pleased to have increased representation of females in the upper quartile in the current reporting period and recent years, we recognise that we still have a long way to go to achieve equal representation. This continues to be a challenge for us, as the majority of our executive team (who are our highest paid employees and amongst whom there is negligible staff turnover) are male, although during 2024 there has been a slight improvement in that we have recruited a female employee who is a member of the Business Leadership Team and this appointment will have a positive impact on our Gender Pay Gap Reporting. The vast majority of our Field Service Engineers (who account for just over one third of our workforce and most of whom fall within both the upper and lower middle quartiles also effect) continue to present a challenge as this population is heavily male dominated.

During the 2024 reporting period, we have seen a positive reduction in the proportion of women in the lower quartile, we believe this is due to our continued commitment to the Living Wage Foundation and the higher Real Living Wage thresholds set by the foundation each year, this impacts a large majority of Contact Centre based roles which has a large female representation.

Overall the good news is that female representation in the lower quartile has continued to reduce by 1.6% and female representation in the upper quartile has increased by 1.3%.

## What are the reasons for our gender bonus gap?

During the 2023/24 reporting period, we operated a variety of bonus schemes, including:

- a Sales Incentive Plan (SIP) for commercial colleagues, Management By Objective (MBO) Plan for our leadership teams, program participation is based on your role and management level.
- a £25 Christmas bonus voucher for everyone who is employed in December when the vouchers are distributed;
- commission-based bonuses for role specific employees working in our contact centre.
- Performance related bonuses for our Field Service Engineering team.

A number of employees joined our business during 2023/24, whom received no bonus as they fell outside of the eligibility window for 2024 payments or they received lower bonuses than employees with longer service.

Whilst Directors', Commercial roles' and Field Sales Engineers' bonuses account for our highest bonus payments, contact centre employees' commission-based bonuses are unlimited, which in some cases place them in the upper middle quartile (regardless of gender).

The rules for the calculation of the bonus pay gap don't allow pro-rating of bonus payments. As a higher proportion of our female employees work part-time compared with our male employees, this adversely affects our bonus pay gap, as does the fact that the majority of our administration staff (most of whom are female) are only eligible to participate in our profit related bonus and Christmas bonus voucher schemes.

### Addressing our gender pay gap

We continue to be a committed equal opportunities employer. We support diversity and inclusion within our business. We are committed to promoting equal treatment for all employees and potential employees. We are confident that we pay individual employee's appropriate rates for the jobs that they do based on robust external market data we receive.

We continue to seek ways to achieve a closer gender balance across our business and during 2024, we have taken a number of positive steps in driving forward our agenda for change including:

- All recruitment advertising continues to be gender decoded to increase applicant diversity, in addition to our very clear recruitment policy which promotes diversity and inclusion.
- Our commitment to The Living Wage Foundation and being a Real Living Wage employer continues.
- We continue our commitment to being an Inclusive Employers and have now become bronze certified. Inclusive Employers which shares a host of educational resources and workshops for colleagues and managers on Diversity & Inclusion and consistently provides educational sessions via Teams to all colleagues.
- We have committed to launching a bespoke Women at Haier leadership programme which is specifically aimed at our female population and will promote their development and promotion opportunities.

We continue to seek to identify ways in which we can make a positive difference and to ensure that none of our employees (or prospective employees), feel constrained by their

gender or perceptions of their gender or feel limited by real or perceived barriers to their career development and advancement.

I confirm that the data reported has been calculated in accordance with the gender pay gap reporting requirements and that the figures used are accurate.

A handwritten signature in black ink, appearing to read 'M Given', with a stylized, cursive script.

**Matthew Given,**  
**UK Group Director, Human Resources**