

## UK Plumbing Supplies Limited Gender Pay Gap Reporting 2019

UK employers are required to report six key figures relating to their gender pay gap:

1. The mean hourly pay gap between men and women,
2. The median hourly pay gap between men and women,
3. The mean bonus pay gap between men and women,
4. The median bonus pay gap between men and women,
5. The proportion of men and women receiving bonus pay; and
6. The distribution of men and women within pay band quartiles.

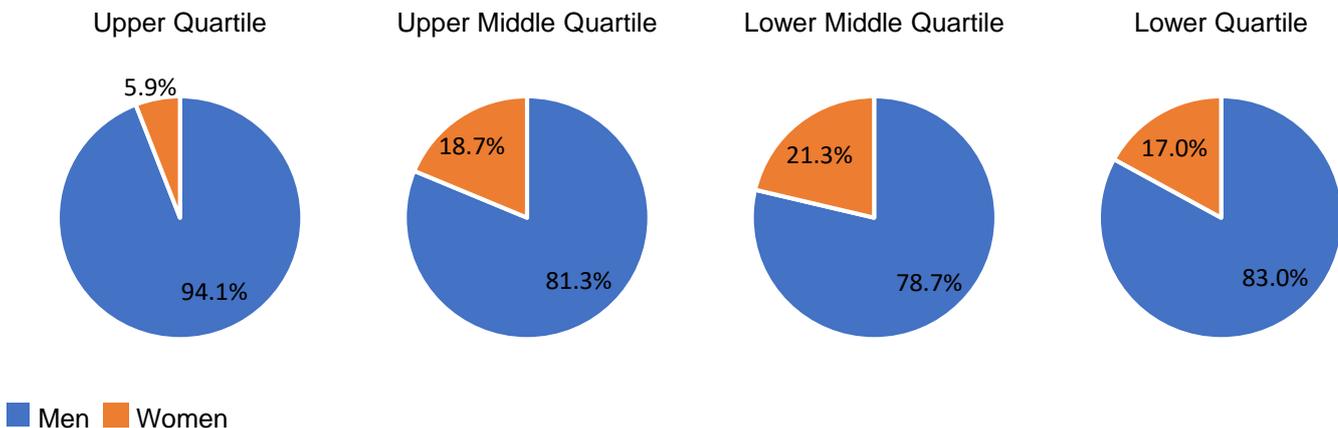
### Gender pay versus equal pay

The gender pay gap shows the difference in the average pay between all men and women across a whole organisation. This is not the same as equal pay. Equal pay deals with pay differences between men and women who carry out the same jobs, similar jobs or work of equal value. The factors influencing the gender pay gap include the distribution of men and women between grades, experience, tenure and geographic location.

### Gender pay gap at UK Plumbing Supplies

|                       |       |
|-----------------------|-------|
| <b>Mean Pay Gap</b>   | 16.7% |
| <b>Median Pay Gap</b> | 7.0%  |

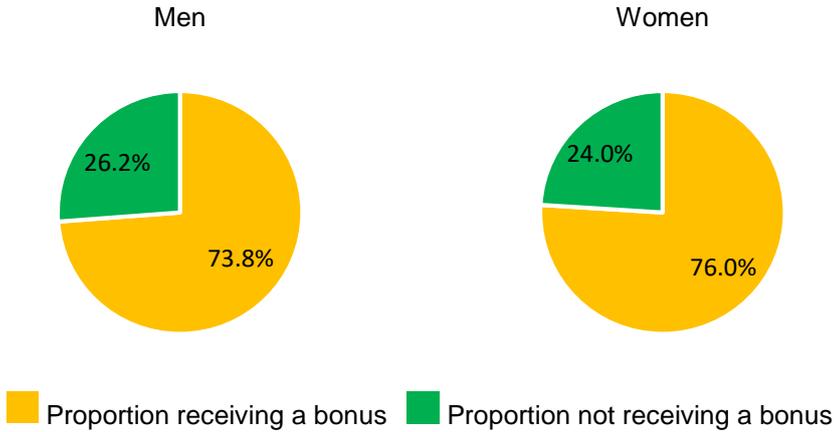
### Pay Band Quartiles (proportion of men and women in each pay quartile)



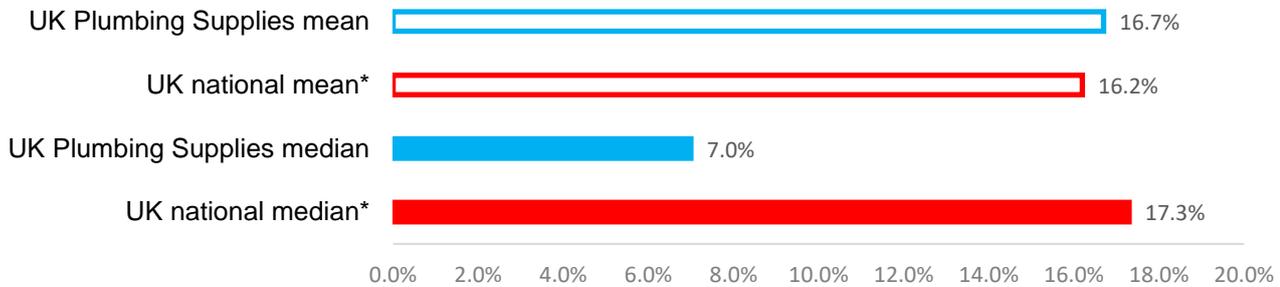
### Gender bonus pay gap at UK Plumbing Supplies

|                             |       |
|-----------------------------|-------|
| <b>Mean Bonus Pay Gap</b>   | 61.5% |
| <b>Median Bonus Pay Gap</b> | 38.5% |

## Proportion of men and women receiving a bonus



## Comparison to the UK national gender pay gap



\*Provided by the Office for National Statistics based on PAYE data for April 2019

The mean gender pay gap at UK Plumbing Supplies is higher than the UK national mean gender pay gap of 16.2%, while the median gender pay gap is lower than the UK national median of 17.3%.

## What impacts the pay and bonus gaps at UK Plumbing Supplies?

The main cause of our mean and median pay gaps in favour of men is the demographic profile of our workforce, which has a numerical under-representation of women across the business, including in the most senior roles. This is reflective of the plumbing and heating sectors in general, which typically employ more men than women.

Our bonus pay gap is impacted by the relative seniority of men compared to women within UK Plumbing Supplies. While proportionally more women than men receive a bonus, the seniority of employees affects the amount of bonus awarded. We are confident that both the bonus eligibility criteria and the basis on which they are awarded are fair and non-discriminatory.

UK Plumbing Supplies is committed to providing equal opportunities at work regardless of gender.

## Statement

As required by law and to the best of our knowledge and belief we confirm that the information provided is accurate and follows statutory guidelines.

Angus Falconer  
Chief Operating Officer