

UK Gender Pay Gap Report 2021

UK Windows & Doors Group Limited (UKWDG) is a manufacturing business whose principal activities are the extrusion and supply of uPVC profile and the manufacture and supply of double-glazed windows, doors and related products to trade and retail customers.

UKWDG has multiple manufacturing sites and a national network of trade depots in the UK, of the manufacturing sites the majority are in South Wales with others in the SE and SW of England.

At the snapshot date of 5th April 2021 the employment split within UKWDG was 85.5% male and 14.5% female. UKWDG is a business that is committed to creating a diverse workforce and understands how diversity can contribute to business success, with the right people in the right jobs. UKWDG is committed to development across the business allowing access to training at all employee levels. UKWDG complies with the Equality Act 2010 and strives to be an employer of choice in the communities in which it operates, priding itself on being an equal opportunities employer which has always paid males and females similar roles equally.

The UK Windows & Doors Group Metrics in these areas are as follows:

- i) The mean gender pay gap for UK Windows & Doors Group is 5.9%
- ii) The median gender pay gap for UK Windows & Doors Group is -13.37%
- iii) The mean gender pay bonus gap for UK Windows & Doors Group is 64.3%
- iv) The median gender bonus gap for UK Windows & Doors Group is -0.03%
- v) The percentage of male and female employees in receipt of a bonus
 - (1) Male: 16.73%
 - (2) Female: 9.49%
- vi) The company pays the following quartile percentages

Band	Males	Females	Description
A	81.36%	18.64%	Includes all employees whose standard hourly rate places them at or below the lower quartile
B	88.98%	11.02%	Includes all employees whose standard hourly rate places them above the lower quartile but at or below the median
C	86.86%	13.14%	Includes all employees whose standard hourly rate places them above the median but at or below the upper quartile
D	84.75%	15.25%	Includes all employees whose standard hourly rate places them above the upper quartile

In reviewing the data above, it is worth noting that although there is an all-male Board of Directors, there is increasing female representation in the extended senior management team. We also continue with our plans to increase equality further, this including:

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- further work on career paths and salary structures;
- promoting better work-life balance and flexible working;
- increasing awareness of equality issues amongst managers, supporting career aspirations via support networks, mentorship and flexibility; and
- demonstrating leadership commitment to equality.

A handwritten signature in blue ink, appearing to read 'M. Scoffield'.

Matthew Scoffield
CEO
UK Windows and Doors Group Ltd

Head Office

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