

## GENDER PAY GAP REPORT

### *Introduction*

- 1) Employers with 250 or more relevant employees are required to publish gender pay gap information by April 2018, based on data from April 2017. This report has been prepared in line with the Equality Act 2010 (gender pay Gap Information) Regulations 2017 and Equality Act 2010 (Specific Duties and Public) Authorities 2017

### *Data Submission*

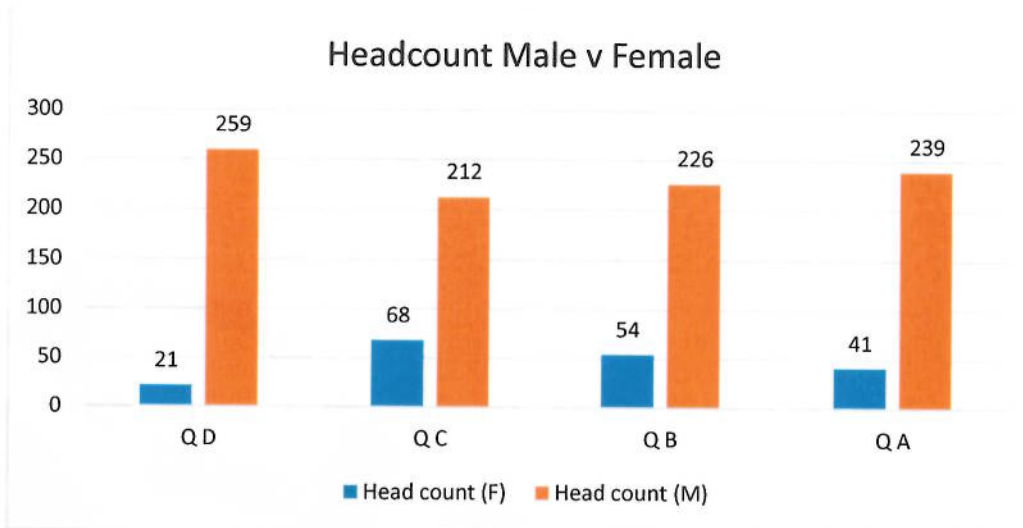
- 2) This report contains Masco UK Window Group Data for a total of 1120 workers of which 1120 were categorised as “relevant employees” and used in the reporting of bonus pay gap statistics. 1120 employees were classified as full pay relevant employees” and were used in the reporting of hourly pay gap statistics

### *Mandatory Metrics*

- 3) There are six metrics mandated by legislation that companies must report on:
  - a) The mean gender pay gap
  - b) The median gender pay gap
  - c) The mean gender bonus gap
  - d) The median gender bonus gap
  - e) The percentage of male and female employees receiving a bonus
  - f) The company pay quartile percentages
- 4) The Masco UK Window Group Metrics in these areas are as follows:
  - a) The mean gender pay gap for Masco UK Window Group is 3.60%
  - b) The median gender pay gap for Masco UK Window Group is 3.90%
  - c) The mean gender pay bonus gap for Masco UK Window Group is 67.70%
  - d) The median gender bonus gap for Masco UK Window Group is 70%
  - e) The percentage of male and female employees in receipt of a bonus
    - i) Male – 26.30%
    - ii) Female -8.20%

f) The company pay quartile percentages

Band	Males	Females	Description
A	92.50%	7.50%	Includes all employees whose standard hourly rate places them at or below the lower quartile
B	75.70%	24.30%	Includes all employees whose standard hourly rate places them above the lower quartile but at or below the median
C	80.70%	19.30%	Includes all employees whose standard hourly rate places them above the median but at or below the upper quartile
D	85.40%	14.60%	Includes all employees whose standard hourly rate places them above the upper quartile



5) The UKWG have a headcount split of 84 / 16 male to female employees in April 2018. The UKWG comparison between April 2018 versus April 2017 is as follows:

Group	Band A (Paid Lowest)	Band B	Band C	Band D (Paid Highest)
Masco UK Window Group Apr 2018	Male: 92.50% Female: 7.50%	Male: 75.70% Female: 24.30%	Male: 80.70% Female: 19.30%	Male: 85.40% Female: 14.60%
Masco UK Window Group Apr 2017	Male: 64.2% Female: 35.8%	Male: 90.6% Female: 9.4%	Male: 91.4% Female: 8.6%	Male: 98.1% Female: 1.9%

### **Summary**

UK Window Group is a manual manufacturing business with a recruitment demographic based primarily in the South Wales area. A manufacturer of double / triple glazed windows, conservatories etc. due to the nature of the business and types of roles there tends to be a struggle to employ women in a traditionally male dominated industry

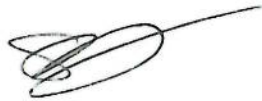
- a) The industry is involved in heavy lifting and manual handling of product
  - b) There is a tradition of male domination in the industry, perception is difficult to break through
  - c) Manufacturing by its nature makes flexible working difficult (machinery manning levels and production shift times)
  - d) Progression is hindered following career breaks and part time working linked to access to senior roles
- 6) Masco UKWG is fully committed to being an employer of choice in the community and pride themselves on being an equal opportunities employer who have always paid males and females in a similar role equally
- 7) The company consists of 5 different businesses across different locations within the UK, historically there have been different terms and conditions upon each site
- 8) Living costs and salary ranges differ across the regions in which UKWG operates, this drives a certain amount of differentiation in the salary ranges.

### **Action Planning**

- 9) UKWG are invested in the drive for equality and will always pay equally regardless of gender. Diversity is a winning factor in teams and this has been recognised by the business taking staged action to standardise terms and conditions over the course of this year and next, match the benefit offerings for all employees and review working practices to enable a more flexible approach to attendance, we are reviewing a system based approach to flexi working as part of our offering to potential and current employees, this review will be completed this year with a view to implementation next year.
- 10) Where the opportunity arises to diversify the workforce UKWG will actively seek to increase percentages to balance the gender spread in the business, this is ongoing.

- 11) Cross training and up skilling programs are in progress as explained in last year's report.
- 12) The HR function has started to report cost centre staffing level split and gap analyses quarterly to enable focus for each leader

For and on behalf of the Masco UKWG



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