

Gender Pay Gap



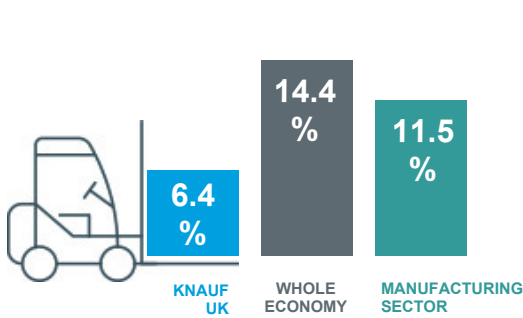
2019/2020: Report for Knauf UK

Data as of 5th April 2020

Gender Pay Gap

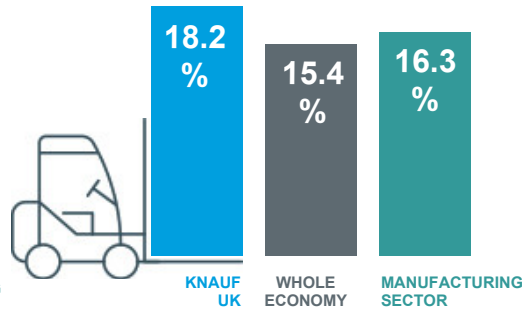
Mean Gender Pay Gap

At 6.4%, the mean pay gap is favourable compared to other organisations including those in manufacturing.*



Median Gender Pay Gap

The median pay gap is higher than other organisations, and work continues to attract more women into the organisation across all levels.

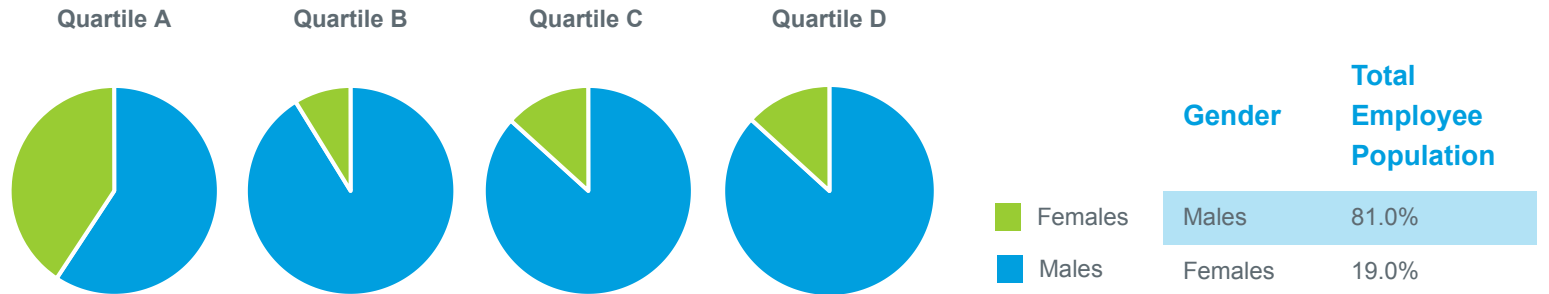


Knauf UK's Trend

Years	Mean Gap %	Median Gap %
2020	6.4	18.2
2019	2.6	17.7
2018	12.2	21.7
2017	14.7	24.3

Gender Pay Quartiles

The below data shows the proportion of men and women in each 25% quartile of pay structure.



Bonus Pay Gap

Male Employees receiving Bonus



89%

Female Employees receiving Bonus

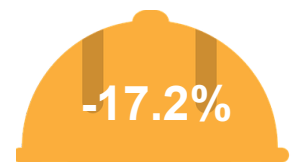


40.7%

Mean Gender Bonus Gap



Median Gender Bonus Gap



Although less females receive less bonus, the mean and median bonuses received by females is higher than men.

*According to Office of National Statistics (ONS)