

AGA RANGEmaster

Gender Pay Gap Report – 2018

We are an employer required by law to carry out Gender Pay Gap reporting under the Equalities Act 2010 (Gender Pay Gap information) Regulations 2017.

This involves carrying out six calculations that show the difference between the average earnings for men and women in our company. It does not involve publishing individual employee data.

We can use the results to assess:

- The levels of gender equality in our workplace
- The balance of male and female employees at different levels
- How effectively talent is being maximised and rewarded.

The challenge in our company and across Great Britain is to reduce any Gender Pay Gap identified. If you would like to discuss any aspect of this report further please contact Maxine Burgess, Head of Human Resources.

1	Difference in Hourly Rate of Pay - Mean	14.5%
2	Difference in Hourly Rate of Pay - Median	16.6%
3	Difference in Bonus Pay - Mean	43.3%
4	Difference in Bonus Pay - Median	41.7%
5	Percentage of Male employees receiving bonus	99.3%
	Percentage of Female employees receiving bonus	99.1%

6	Employees by Pay Quartile	Male	Female
	Upper Quartile	84%	16%
	Upper Middle Quartile	91%	9%
	Lower Middle Quartile	77%	23%
	Lower Quartile	54%	46%

As can be seen from the reported figures the median and mean earnings for male and female employees across AGA Rangemaster vary by circa 15%. Our mean pay gap has decreased by just over 3% in the last 12 months.

AGA Rangemaster is a vertically integrated business encompassing our Research and Development functions, purchase of raw materials, through a full manufacturing process to the home delivery, installation and aftercare of our products in the home. To support our customer service proposition we have a number of customer contact centres and some 26 of our own retail stores.

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Within the organisation, we have procedures in place whereby those in like or similar jobs are paid equally irrespective of gender. Where the company's disparity in pay is apparent, highlighted by the numbers above, is that we have a relatively large proportion of our female staff that work in administrative tasks or with the retail division. Amongst the specialist roles (which tend to be higher rewarded) such as research and development, engineering, technical service and home delivery and installation the post holders are predominantly male with a technical qualification.

Addressing the balance

Over a number of years the company has sought to increase the number female entrants into these positions by searching a broader employment market and, where possible offering a more flexible working environment. This has been partially successful but the company accepts that it needs to continue to focus on the areas of recruitment and development, including the use of structured interviews and skills based assessments to ensure that there is no bias in its processes and to support its longer-term objectives with regard to gender diversity.