

AGA RANGEmaster

Gender Pay Gap Report – 2020

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, HR Manager.

1	Difference in Hourly Rate of Pay - Mean	30.73%
2	Difference in Hourly Rate of Pay - Median	16.92%
3	Difference in Bonus Pay - Mean	-17.6%
4	Difference in Bonus Pay - Median	10%
5	Percentage of Male employees receiving bonus	71.4%
	Percentage of Female employees receiving bonus	81.3%

6	Employees by Pay Quartile	Male	Female
	Upper Quartile	85%	15%
	Upper Middle Quartile	52%	48%
	Lower Middle Quartile	76%	24%
	Lower Quartile	42%	58%

As can be seen from the reported figures the median earnings for male and female employees across AGA Rangemaster vary by some 17%, whilst the mean differs by circa 30%. It is important to note that this snapshot date only considers 102 employees due to furlough on the snapshot date, which only equates to around 15% of employees. The majority of the people that remained in the business at this time were in either in senior roles (where there are more men) or key transactional roles (where there are more women).

The difference in bonus earning is based on the 12 month period prior to the snapshot date and therefore is based on more employees. During this time, we paid a small number of larger retail commissions where our Sales Managers achieved their targets.

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Mainly women hold these roles. In addition we had a large number of lower value attendance bonuses where there the spilt is slightly more male dominated.

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 22 of our own retail stores.

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 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 building stronger relationships in the community to support its longer-term objectives with regard to gender diversity.



Geoff Killer
Managing Director

10th September 2021