



Gender pay gap report

We are an employer required by law to carry out Gender Pay Reporting under the equality Act 2010 (Gender Pay Gap Information) Regulations 2017.

This involves carrying out six calculations that show the difference between the average earnings of men and women in our organisation; it will not involve publishing individual employee data.

We are required to publish the results on our own website as well as the Government website, within one calendar year of 5th April 2017.

We can use the results to assess:

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

The challenge in any organisation and across Great Britain is to eliminate any gender pay gap.

As at the date of 5th April 2017, Welbilt UK Ltd gender split was 83% of employees being Male and 17% being Female.

Headline gender pay gap figures

The gender pay gap is defined as the difference between the mean or median hourly rate of pay that male and female colleagues receive.

The mean pay gap is the difference between average hourly earnings of men and women. The median pay gap is the difference between the midpoints in the ranges of hourly earnings of men and women, it takes all salaries in the sample and finds the middle point.

Results

Pay Information

Median hourly pay difference between male and female employees 0.5% Lower

Mean hourly pay difference between male and female employees 6.9% lower

Bonus information

Median bonus pay for women is 49.9% higher than for men.

Mean bonus pay for women is 7.4% lower than for men.

34.9% of men receive bonus pay and 26.5% of women receive bonus pay.

Gender split quartiles

	Male	Female
Lower Quartile	85%	15%
Lower middle Quartile	86%	14%
Upper Middle Quartile	80%	20%
Upper Quartile	80%	20%
Overall gender split	83%	17%

Commentary

Welbilt UK Ltd supports equality through fair pay and are confident that men and women are paid equally for doing the same job.

The overall results of the gender pay gap of 6.9% (mean) average lower for women is significantly below the National average of 18% (mean) lower.

The location of the manufacturing plant and manufacturing in general has in the past meant the industry itself has held a heavily male dominated split. We are working hard to address the disproportionate number of male employees in relation to female employees wherever possible.

We continue to focus and drive Diversity and Inclusion as a Global target, being proactive in our approach to all forms of diversity including gender.

Statement of accuracy

I confirm the data collated and submitted using the generic gender pay gap calculations is a true and accurate reflection of Welbilt UK Ltd

Fiona Jones

Snr HR Business Partner, EMEA