

EGGER (UK) Limited - Gender Pay Gap Report 2021

Background

The EGGER Group, with its head office in St. Johann in Tirol, is one of the leading international wood-based material manufacturers. Founded in 1961 the family-based Company now has 20 production plants worldwide with approximately 10,600 employees. Global customers include those in the furniture industry, wood distribution, building markets and the DIY business. This report covers EGGER (UK) Limited (“EGGER”), which produces wood-based panels primarily for the UK market from plants in both Northumberland and Ayrshire. EGGER is considered a leading supplier due to high quality, innovative products and cutting edge design. Principle customers are furniture manufacturers, construction companies and distributors.

At the time of the snapshot data collection our headcount was 733, 86.2% male and 13.8% female. Since the last reporting period, there has been a very slight increase in the number of female employees, however the median gender pay gap has reduced quite significantly. This change is due to a higher proportion of female employees being within the third and fourth quartiles, which is a very positive step.

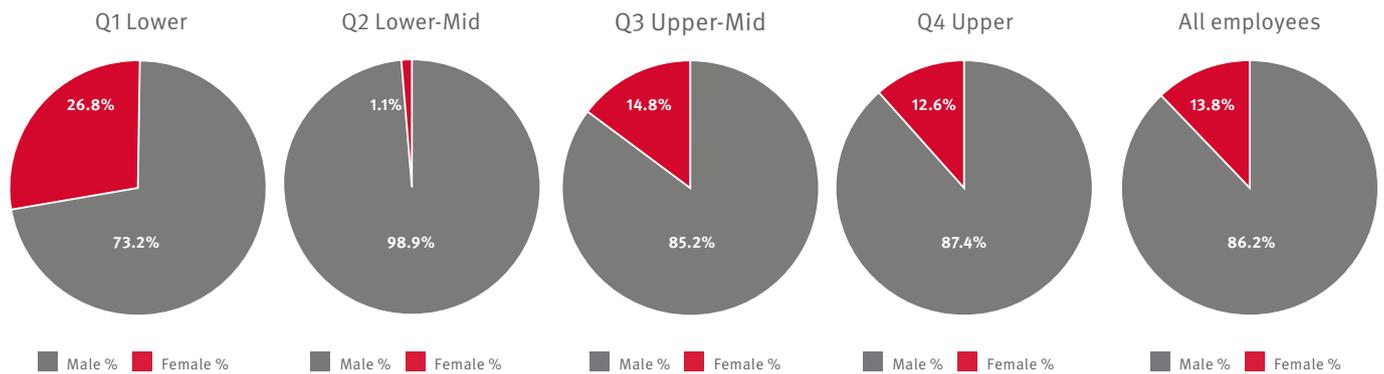
Our statistics

1. Mean gender pay gap in hourly pay – **12.4%**
2. Median gender pay gap in hourly pay – **1.3%**
3. Mean bonus gender pay gap – **46.4%**
4. Median bonus gender pay gap – **31.4%**
5. Proportions of males and females receiving a bonus payment

	Male	Female
Relevant employees	7.0%	9.9%

6. Proportions of males and females in each pay quartile

	Male %	Female %
Q1 Lower	73.2	26.8
Q2 Lower - mid	98.9	1.1
Q3 Upper - mid	85.2	14.8
Q4 Upper	87.4	12.6
Total	86.2	13.8



Our Commitment

Like many Companies COVID-19 restrictions had an impact on our ability to carry out our normal recruitment and employer branding events such as apprenticeship open days, career fairs and School/University visits. However, we have remained committed throughout the pandemic to our strategic goals, holding some events virtually for example. As a result we successfully recruited fifteen new apprentices across our two plants in 2021, including two female apprentices within our Engineering departments.

We continue to see a gradual increase in applications from females for our apprenticeship and undergraduate positions in the Production and Engineering areas. We see this as key to improving our female quotas at EGGER and associated pay gap as these entry roles have competitive rates of pay and are often the starting point for further development, career and pay progression.

We have also strengthened our strategic commitment in terms of increasing the female quotas overall at EGGER, ensuring that women are visible across all our operational areas and at all levels. Our particular focus is to make improvements within our technical areas and within management. In order to achieve our aim and as COVID-19 restrictions continue to lift, we will refocus and strengthen our links with the local community, Schools, youth clubs and Universities to raise awareness of the opportunities at EGGER. We will also attend more career events with a focus on STEM and women in industry, continue to utilise our social media channels to ensure ongoing targeted recruitment drives.

We continue to offer flexible benefits, Hybrid and Flexible working policies and during 2021 we also enhanced our Maternity, Paternity and Adoption Pay. We also plan to offer family friendly events in the future and potential child care options during the school holidays.

In addition we invited feedback from our employees in November 2021 with a detailed opinion survey. We are now working with our employees to further understand the results and to implement changes and improvements where possible. Some of these topic areas will have a direct link to work life balance topics.

We remain committed to challenging the status quo whenever possible to attract more females to roles which traditionally have been male dominated, we will continue to offer excellent development and progression opportunities and manage our talent effectively. We have taken strategic steps to ensure we continue to improve year on year with clear quota targets in place which are openly communicated to all our managers and employees.

This report has been approved by the organisation’s directors’, who will review and update it annually.

Bernd Steinlechner
 Division Director Finance/Administration

4th April 2022