

EGGER (UK) Limited - Gender Pay Gap Report 2022

Background

The EGGER Group, with its head office in St. Johann in Tirol, is one of the leading international wood-based materials manufacturers. Founded in 1961 the family-based company now has 21 production plants worldwide with approximately 11,000 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 763, 86% male and 14% female.

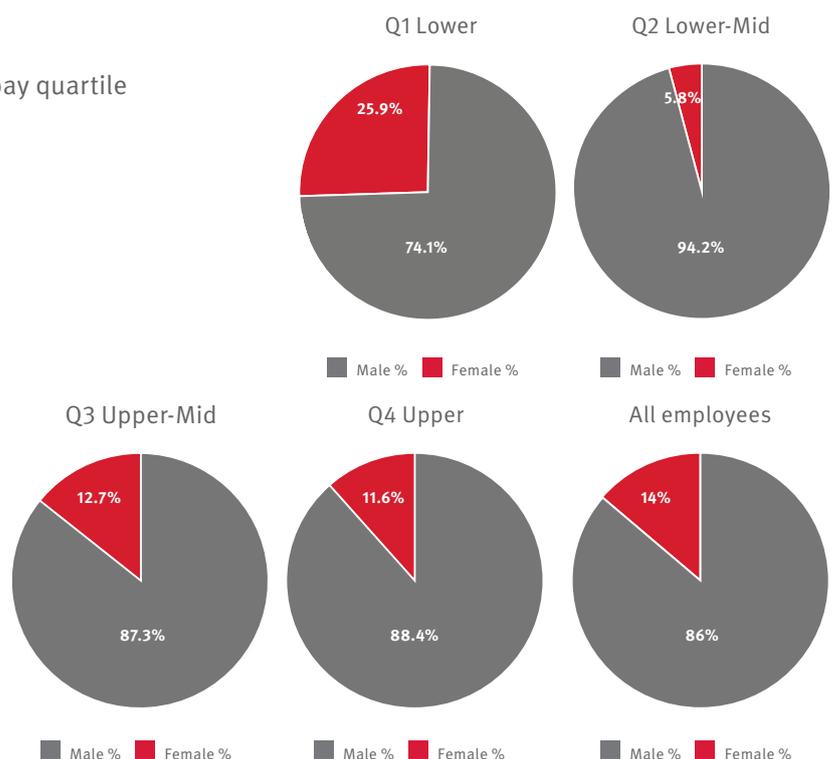
Our statistics

1. Mean gender pay gap in hourly pay – **16.2%**
2. Median gender pay gap in hourly pay – **2.3%**
3. Mean bonus gender pay gap – **53.2%**
4. Median bonus gender pay gap – **33.1%**
5. Proportions of males and females receiving a bonus payment

	Male	Female
Relevant employees	6.3%	10.1%

6. Proportions of males and females in each pay quartile

	Male %	Female %
Q1 Lower	74.1	25.9
Q2 Lower - mid	94.2	5.8
Q3 Upper - mid	87.3	12.7
Q4 Upper	88.4	11.6
Total	86	14



Our Commitment

Following the pandemic we were able to refocus on our strategic approach to recruitment and employer branding activities, holding career events at both our Hexham and Barony sites and focussing heavily on our gender initiatives within social media and career story campaigns. We also take care to use gender neutral vocabulary in all our internal and external advertising and promote all family friendly benefits as well as the benefits of shift working. As a result of this refocus, we have successfully recruited a number of new employees, specifically twenty two apprentices across our two plants in 2022. Of these new starters, four were females joining our Logistic functions, which is a significant, positive development for our diversity profile.

In addition, we continue to see a gradual increase in applications from females for our Undergraduate positions, with two new entrants within our Engineering teams during 2022. Engagement with students remains a key focus, in terms of improving both our female quota and the associated pay gap. These entry level positions have very competitive rates of pay and are often the starting point for further career development at EGGER.

We also continue to engage and invite community and local school groups to our sites to encourage and promote diversity. We also run a popular annual engineering competition for schools. We regularly attend external career events, schools and Universities and take responsibility for the provision of detailed information in relation to our Company and the great career opportunities we have available. As part of this commitment, we also have eight employees who have trained as STEM Ambassadors and support local projects to educate students in STEM related careers.

During 2022, we also launched a new internal training programme, focused on retaining and progressing some of our key talent and potential managers/leaders of the future, EGGER Advance. 12 delegates are participating, with an equal split between male and female employees from various functional areas. This programme provides participants with the opportunity to network internally, raise their profile, gain a deeper understanding of EGGER and ultimately shape their career.

We have strengthened our analytics and strategic commitment in terms of increasing the female quotas overall at EGGER, focused on ensuring that women are visible across all our operational areas and at all levels; we have clear targets for our technical and leadership areas for example.

We continue to offer flexible benefits, with our Hybrid and Flexible working policies which were both reviewed and improved during 2022 after consulting with our employees and running an Employee Opinion survey in 2021. We also launched heavily subsidised Holiday Clubs, to help provide employees with childcare during school holidays. In addition, we held two family days during the year; giving our employees the opportunity to introduce their families to EGGER and strengthen links with our communities.

We remain committed to challenging the status quo and promoting diversity and inclusion at all levels within our organisation and continue to offer excellent development opportunities for our emerging talent. We are taking strategic, measureable steps to ensure we improve year on year.

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

A handwritten signature in black ink, appearing to read "Bernd Steinlechner".

Bernd Steinlechner
Division Director Finance/Administration

3rd April 2023