

EGGER (UK) Limited - Gender Pay Gap Report 2018

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 18 production plants worldwide with approximately 9,600 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 722, 87% male and 13% female.

Since the last reporting period, there has been a slight increase in the number of female employees, which is positive, however those new employees have typically started in administrative positions rather than in higher paid positions within Engineering, Technical or Production (Shift). The male to female ratio trend is still present across all quartiles.

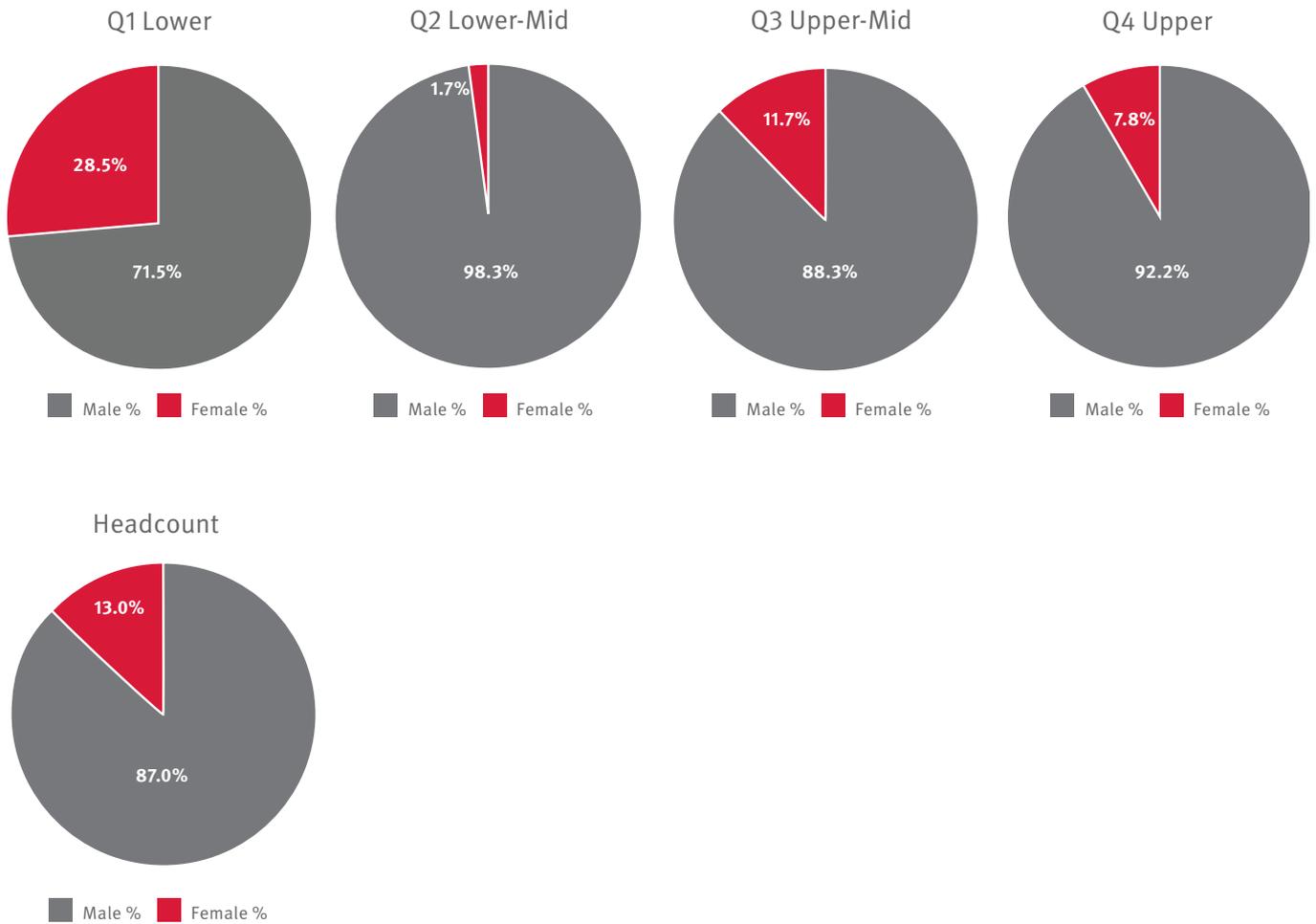
Our statistics

1. Mean gender pay gap in hourly pay – **16.4%**
2. Median gender pay gap in hourly pay – **13.3%**
3. Mean bonus gender pay gap – **5.4%**
4. Median bonus gender pay gap – **-8.0%**
5. Proportions of males and females receiving a bonus payment

	Male	Female
Relevant employees	5.4%	4.3%

6. Proportions of males and females in each pay quartile

	Male %	Female %
Q1 Lower	71.5	28.5
Q2 Lower - mid	98.3	1.7
Q3 Upper - mid	88.3	11.7
Q4 Upper	92.2	7.8
Total	87.6	12.4



Our Commitment

We still have limited vacancies arising at management or technical levels, however we strive to attract females into our higher paid roles such as Production (Shifts) or Engineering. We also actively encourage interest in our award winning apprenticeship programmes, these schemes are great platforms for positive career progression into higher paid roles.

We continue to build strong links with the local community, schools and youth clubs to raise awareness. Last year we held successful open days at our plants for the general public, employees and their families. This helped raise awareness within our local communities, both in terms of the type of work we do and our working environments. In addition we offer various practical ways to experience working at EGGER, such as apprenticeship taster days, work experience, undergraduate and summer placements.

We listen to our employees, having conducted a detailed Employee Opinion Survey in 2018 we are now working on our action plans and improvement measures, some of which may impact on our Gender Pay Gap. We are for example reviewing family friendly policies and flexible working patterns.

Internally we actively encourage applications for our strategic leadership development programmes and provide significant learning and development opportunities for those wishing to progress their careers with EGGER. One of our international leadership programmes this year will have male and female representatives from the UK.

Our employer brand is another key focus this year; to strategically target wider audiences and raise our profile in the regions we operate in. We are challenging the status quo whenever possible with press opportunities and external communications to attract more females to roles which traditionally have been male dominated. This remains a key challenge; rapid change is difficult to achieve however we remain focussed and strategically committed to this agenda.

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

2nd April 2019