

EGGER (UK) Limited - Gender Pay Gap Report

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 9000 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 700, 88% male and 12% female. We experience the national challenge across industrial manufacturing - to recruit more females into our factory based and engineering roles. Our current gap therefore stems significantly from our current male to female ratio, which is also seen throughout all quartile levels. A significant number of males work shift patterns which attract premium hourly pay levels, whereas a significant number of our female employees work day shift and are within administrative functions.

Working patterns and retention may also be factors which impact on our current gender pay gap. 74% of our female employees have under 10 years service, suggesting the possible impact of career breaks.

It is important to note that the gender pay gap **does not report equal pay for equal work**, it is a measure of the difference between the average earnings of men and women across the Company. There are no differences between the hourly rates for males and females for the same job role at EGGER. We ensure all our employees are rewarded appropriately, we have competitive pay rates and our minimum starting salary on site is now National Living Wage regardless of age.

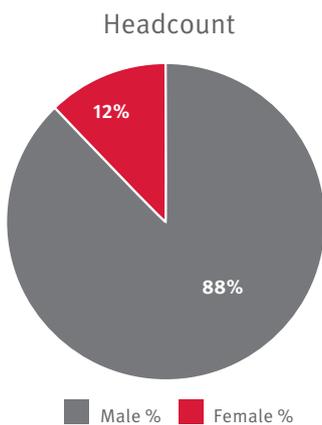
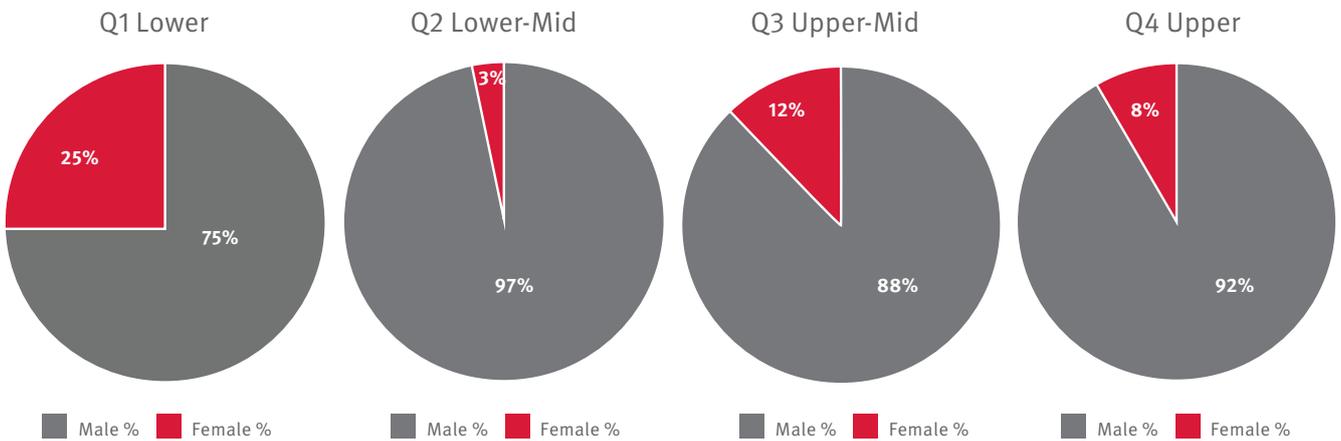
Our statistics

1. Mean gender pay gap in hourly pay – **15.9%**
2. Median gender pay gap in hourly pay – **5.8%**
3. Mean bonus gender pay gap – **23.10%**
4. Median bonus gender pay gap – **-28.10%**
5. Proportions of males and females receiving a bonus payment

	Male	Female
Relevant employees	5.70%	4.80%

6. Proportions of males and females in each pay quartile

	Male %	Female %
Q1 Lower	74.7	25.3
Q2 Lower - mid	97.1	2.9
Q3 Upper - mid	87.9	12.1
Q4 Upper	91.9	8.1
Total	87.9	12.1



Our Commitment

EGGER has a low voluntary turnover of 4.5% which means that we have less opportunity to make immediate changes. We are however proactive and remain committed to reducing our gender pay gap.

Students who undertake STEM (Science, Technology, Engineering and Mathematics) subjects at school, may go on to complete our apprenticeships or study engineering topics at university. These students are likely to access the labour market at a competitive level, with good future career opportunities. We therefore spend time with local schools and universities talking about our opportunities and career options and we have open days and taster events to showcase our apprenticeship programmes. We actively encourage all applications (both male and female).

There has been a gradual increase in the number of applications from females for our engineering/manufacturing apprenticeships and production based roles and we are committed to our ongoing initiatives and attraction strategies. Our recruitment methods are transparent and reach a wide audience, with most of our external recruitment advertising now online on UK wide and regional platforms.

We are committed to engaging and developing a talented and diverse workforce. We explore and develop our recruitment methods and engagement activities and ensure that our extensive learning and development programmes are equally open to all.

EGGER is award winning for its learning and development activity particularly for our apprenticeship and graduate schemes. We also have flexible working available within our administrative areas and try to accommodate flexible working patterns where possible, so employees can balance work and home life commitments.

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

3 April 2018