



VELUX Company Limited is committed to promoting an environment of respect and understanding, encouraging diversity and eliminating discrimination by providing equality of opportunity for all.

MARCH 2018

# VELUX COMPANY LIMITED

## 2017 GENDER PAY GAP REPORT



# INTRODUCTION

## What is the Gender Pay Gap (GPG) and how does it differ from Equal Pay?

Gender pay reporting legislation requires employers with 250 or more employees to publish statutory calculations every year showing how large the pay gap is between their male and female employees.

**It is important to note that the GPG is different from Equal Pay- the GPG is a measure of the difference between men and women's average earnings, whilst equal pay refers to the fact that men and women performing equal work must receive equal pay.**

## What are the required calculations?

We are required to publish six calculations showing our:

- Average gender pay gap as a mean average.
- Average gender pay gap as a median average.
- Average bonus gender pay gap as a mean average.
- Average bonus gender pay gap as a median average.
- Proportion of males receiving a bonus payment and proportion of females receiving a bonus payment.
- Proportion of males and females when divided into four groups ordered from lowest to highest salary.



# OUR 2017 GENDER PAY GAP REPORT



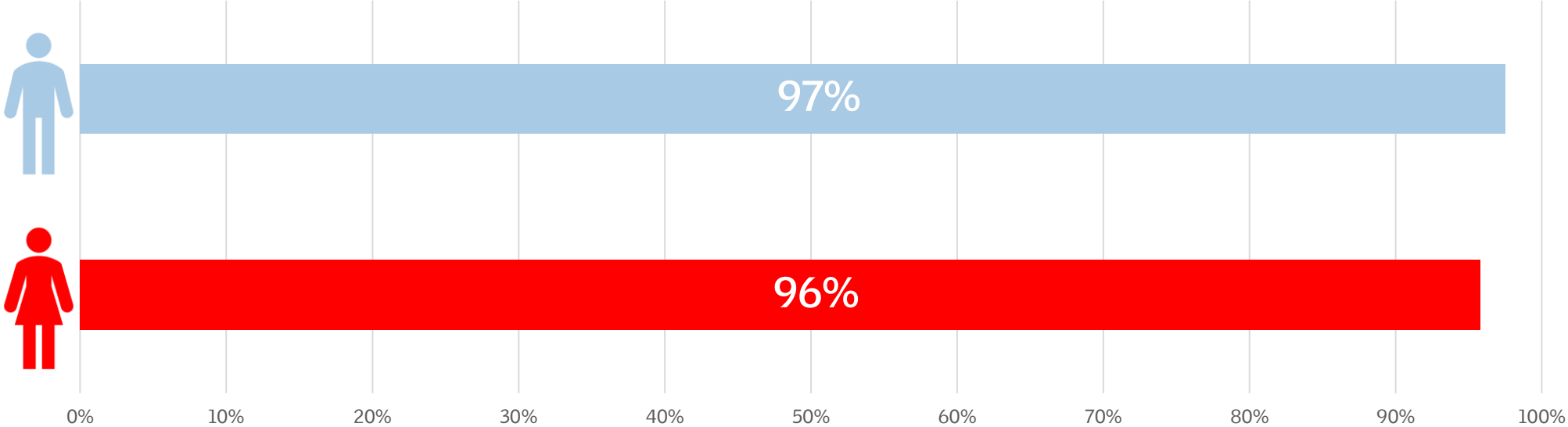
Pay and Bonus Gap VELUX Company Limited		
	MEAN	MEDIAN
Hourly Earnings	27%	34%
Bonus Paid	33%	29%

The table above shows our overall mean and median gender pay gap based on the hourly earnings of male and female employees at the snapshot date of 5<sup>th</sup> April 2017. Also captured is the mean and median difference between bonuses paid to male and female employees of VELUX Company Limited in the 12 months up to the snapshot date.

This shows that the average hourly earnings of men are 27% higher than those of women in VELUX Company Limited.

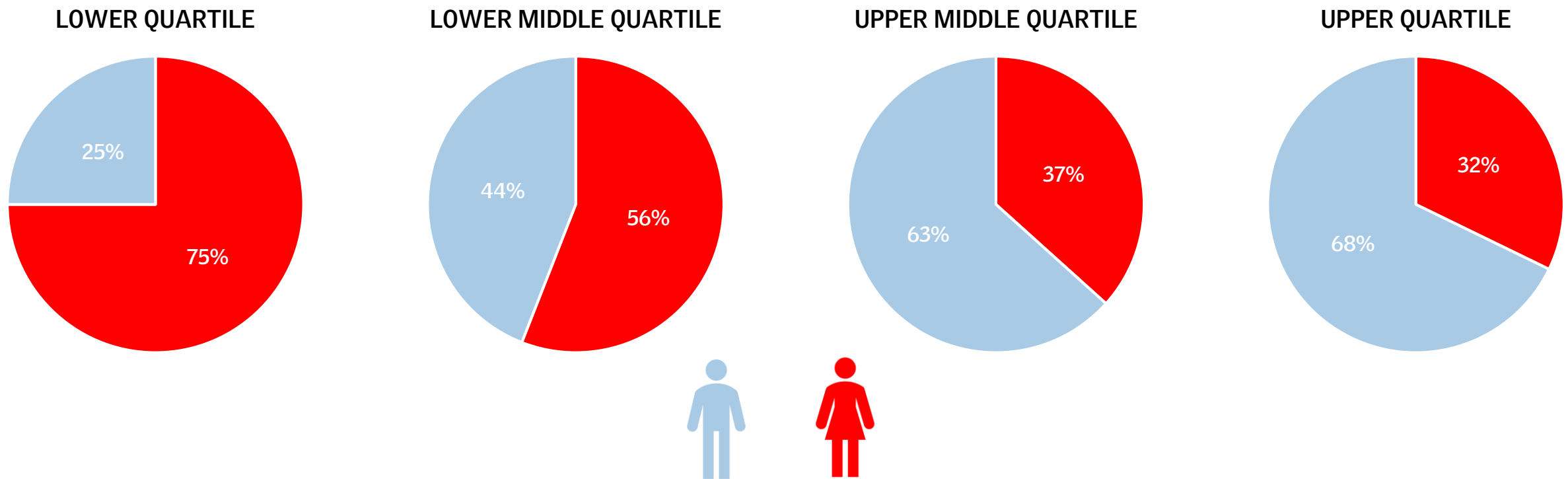
# BONUS PAY GAP

PERCENTAGE OF EMPLOYEES RECEIVING A BONUS



The majority (97%) of employees during the snapshot period received a bonus. The difference in the number of male employees and female employees who received a bonus for their performance in the 12 months prior to the snapshot date is 1%. Those who were excluded from the bonus scheme did not qualify due to being new within their role, or due to a disciplinary sanction. Therefore we are confident that both male and female employees have equal opportunity to earn a bonus within VELUX Company Limited.

# PAY QUARTILES



The above charts demonstrate the gender distribution within VELUX Company Limited across four pay quartiles.

VELUX Company Limited has a robust and established salary banding for each role within the business. Having carried out a full analysis of pay within these salary bands, we know that men and women are receiving equal remuneration for comparative roles. Any discrepancies can be accounted for by factors such as length of service, performance rating and level of experience.

# ANALYSIS OF VELUX COMPANY LIMITED GENDER PAY GAP FIGURES



## What are the reasons behind the VELUX GPG?

The hourly pay gap is primarily driven by the fact that there are a higher proportion of men in higher paid roles within the business- for example, Sales. In reference to the bonus gap, this reasoning would also apply, as those who are more highly paid will receive more bonus as a proportion of their salary.

## What will VELUX do to address the GPG?

As a gold-accredited Investors In People Employer, VELUX Company Limited is fully committed to ensuring that all our employees have equal opportunity to progress their careers within our business, regardless of gender or any other protected characteristic. Following consultation with a cross-section of employees, we propose to implement a range of measures to address the existing pay gap. There has already been a 2.5% decrease in the gender pay gap since 2016, and our aim is to continue to close this gap.

I confirm that the data reported is accurate

A handwritten signature in black ink, appearing to read 'P. Poole Derqui'.

**Pedro Poole Derqui**

Managing Director, VELUX Company Limited