

JELD WEN®

Gender Pay Gap Report 2025



Introduction

JELD-WEN UK is one of the UK's leading manufacturers of high-quality internal doorsets, with decades of experience supplying products to both new build and refurbishment projects. Known for quality and craftsmanship, many of our products are manufactured in the UK and rigorously tested to ensure they meet the highest standards for fire safety, security, and performance.

JELD-WEN UK is part of the global JELD-WEN group, a world-leading doorset manufacturer operating in 19 countries. In the UK we employ over 500 colleagues, with more than 15,000 colleagues globally. As part of this global organisation, we embrace JELD-WEN's commitment to diversity, equity, and inclusion, while continuing to develop initiatives that support our colleagues and workplace culture in the UK.

Over recent years we have continued to transform our UK operations, including consolidating our manufacturing footprint and investing in efficiency and automation. These changes have resulted in some reductions in operational headcount as we continue to strengthen the long-term sustainability of our business.

Supporting Our People to Succeed

At JELD-WEN UK, we are committed to building a workplace where everyone has the opportunity to grow and succeed. We focus on fair recruitment, transparent reward, and an inclusive culture that supports wellbeing and development.

As part of a wider European organisation, we also benefit from shared learning, best practice and continuous improvement across our network. This strengthens how we attract, develop and retain talent across all of our UK sites. Together, these actions help us create an environment where people feel valued, supported and able to build long-term careers.

RECRUITMENT AND TALENT PIPELINES

We are committed to fair, balanced and merit-based hiring. We use balanced shortlisting to reduce bias and widen the diversity of candidates considered at each stage. We are strengthening our talent pipelines through STEM, graduate and apprenticeship programmes, with a focus on increasing female representation in technical, operational and leadership roles.

PAY, PERFORMANCE AND DEVELOPMENT

We apply a consistent pay-for-performance approach across all roles. Reward decisions are based on performance, contribution and market benchmarking. Clear role structures and opportunities to gain experience across functions support career growth and internal mobility.

INCLUSION, WELLBEING AND CULTURE

We recognise the challenges women can face in a traditionally male-dominated industry and are committed to addressing them. We promote inclusive leadership, psychological safety and flexible ways of working. Our family-friendly benefits and strong female representation across UK leadership and sites reflect our progress and ongoing commitment.

Our 2025 UK Gender Balance and Pay Gap (1)

This Gender Pay Gap report covers UK-based JELD-WEN employees in both our manufacturing facilities and European headquarters payrolled employees at the reporting date 5 April 2025.

Our gender pay gap is influenced by gender representation across our organization and the manufacturing sector. We are working to achieve gender balance across all professional and management levels, particularly our senior roles and our pay gaps reflect this.

Percentage of men and women in each hourly pay quarter

	Men	Women
Upper hourly pay quarter	70.5%	29.5%
Upper middle hourly pay quarter	84.2%	15.8%
Lower middle hourly pay quarter	81.3%	18.7%
Lower hourly pay quarter	87.0%	13.0%

Of our 555 employees, we have approximately 139 employees per quarter. We have more men than women in each quarter – with the highest weighting of women in the upper pay quarter.

Mean and median gender pay gap using hourly pay

	%
Mean gender pay gap using hourly pay	- 28.7%
Median gender pay gap using hourly pay	- 30.0%

Typically, women at JELD-WEN are paid 28.7% more than men using mean, and 30.0% more than men using median (driven primarily by the larger number of men in operative type roles).

Our 2025 UK Gender Balance and Pay Gap (2)

Percentage of men and women who received bonus pay

	Men	Women
Percentage of men and women who received bonus pay	80.6%	53.3%

We provide a number of bonuses across the population, including company and performance linked bonus plans, sales bonus plans, operative bonus plans, recognition and special project bonuses – to drive engagement and business strategy.

Mean and median gender pay gap using bonus pay

	%
Mean gender pay gap using bonus pay	-140%
Median gender pay gap using bonus pay	-74%

Women typically receive higher bonus payments than men, driven by the mix of roles and the higher portion of male operatives.

Employee headcount

	Men	Women
Number of employees used to establish your headcount for gender pay gap reporting	448	107
% of employees used to establish your headcount for gender pay gap reporting	81%	19%

Based on the 555 Full Pay Relevant employees as of 5 April 2025; 19% of our employees are women.

Total employee headcount

555

A Note from Lucy Weaver

HR Director | UK, France & Export

“As we continue to grow, evolve and invest in our UK operations, our long-term strategy remains clear: to create a workplace where opportunity is accessible to all, where talent is recognised purely on merit and where women, particularly within manufacturing and operational roles, have the visibility, support and pathways needed to build meaningful, long-term careers. We recognise that women continue to face particular challenges within the manufacturing industry, which has historically been male-dominated.

As a leadership team, we acknowledge these barriers and are committed to shifting mindsets, championing inclusion and ensuring that our senior leaders play an active role in creating environments where female colleagues are encouraged, supported and empowered to thrive.

Across the UK manufacturing sector, gender pay gaps typically favour men, reflecting long-standing under-representation of women in senior roles. JELD-WEN differs from this industry norm, with a positive gender pay gap driven by strong female representation in senior leadership positions. This reflects our focus on merit-based progression and fair reward. Our ongoing commitment is to sustain this balance by ensuring opportunity, development and progression remain accessible to all colleagues as our business continues to grow.

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Understanding the Gender Pay Gap

In the UK, organisations with more than 250 employees are required to publish their gender pay gap data annually. The gender pay gap measures the difference in average pay between men and women across an organisation.

It is important to understand that the gender pay gap is different from equal pay. Equal pay relates to men and women being paid the same for doing the same or equivalent work. The gender pay gap looks at the overall distribution of men and women across different roles and levels within a company.

Several factors can influence a gender pay gap, including the types of roles held by employees, representation of men and women at different levels of seniority, and working patterns such as full-time and part-time work.

At JELD-WEN UK, we are committed to creating an inclusive workplace where everyone has the opportunity to grow and succeed. Publishing our gender pay gap data allows us to better understand our workforce and identify where we can continue to improve.

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