

GENDER PAY GAP REPORTING 2021

JELD-WEN is committed to employing the best people and carries out robust recruitment and employee relations practices to ensure our people are hired and treated fairly. As a large employer, we are steadfast in our approach to fair pay and conditions.

The following statistics are from the Gender Pay Gap reporting in 2021 and will be updated annually in line with our obligations. We continually strive to ensure equality in the workplace and whilst our results are amongst some of the best in the manufacturing sector, we will continue to look to ensure that we have the right people in the right roles who are paid in the right way. We are required by law to carry out Gender Pay Reporting under the Equality Act 2010 (Gender Pay Gap Information) Regulations 2017.

BACKGROUND INFORMATION

Data was taken at the required date of 5th April 2021

- 954 employees were 'relevant' in that pay period, i.e. received their normal full pay.
- 193 female employees equated to 20.2% of the entire workforce

WOMEN'S HOURLY RATE OF PAY IS:

5.9% lower (mean average)

0% lower (median average)

21.1% of female employees receive a bonus

46.3% of male employees receive a bonus

WOMEN'S BONUS IS:

12.8% higher (mean average)

8.8% higher (median average)