

## **GENDER PAY GAP REPORTING 2022**

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 Gender Pay Gap reporting in 2022 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.

### **WOMEN'S HOURLY RATE OF PAY IS:**

5.9% lower (mean average)

0% lower (median average)

13% of female employees receive a bonus

10% of male employees receive a bonus