

# 2017 Gender Pay Report

Kohler Mira

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## Kohler Mira

Kohler Mira is a UK based company made up of 3 market leading bathroom brands – Mira Showers, Rada and Kohler UK. In the UK, we have c.1,000 associates based in Cheltenham, Gloucestershire (HQ) and Hull. Kohler Mira is proud to be part of Kohler Co., a global manufacturer in kitchen, bathroom, hospitality and power, thus belonging to a much larger network of over 36,000 associates across 6 continents.

This Gender Pay Report for Kohler Mira is based on data at 5th April 2017.

To support our drive to create market-leading designs and experiences we need the very best talent, regardless of gender. With this in mind, we nurture a culture where our associates can develop and be the best versions of themselves, every day, and have a commitment to our associates to foster a fair and respectful workplace.

**The gender pay gap is not the same as equal pay.** We are committed to supporting equality through fair pay and we strive to ensure that men and women are paid equally for doing equal work. We are not complacent and we recognise that the market is continually changing. For that reason we will continue to use external benchmarking to price our positions against the market to ensure that we are offering the correct levels of pay for the role, rather than for an individual.

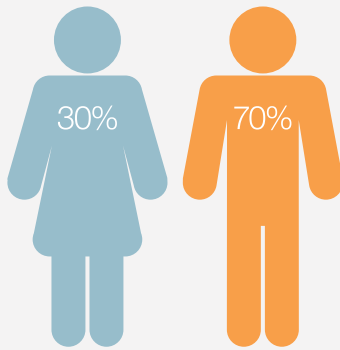
### Pay and Bonus Gap

	Median	Mean
Pay Gap	20.11%	20.58%
Bonus Gap	18.06%	44.83%

The chart above shows our overall mean and median gender pay gap based on hourly rates of pay at the snapshot date of 5th April 2017. It also captures the mean and median difference between bonuses paid at Kohler Mira during the year preceding April 2017.\*

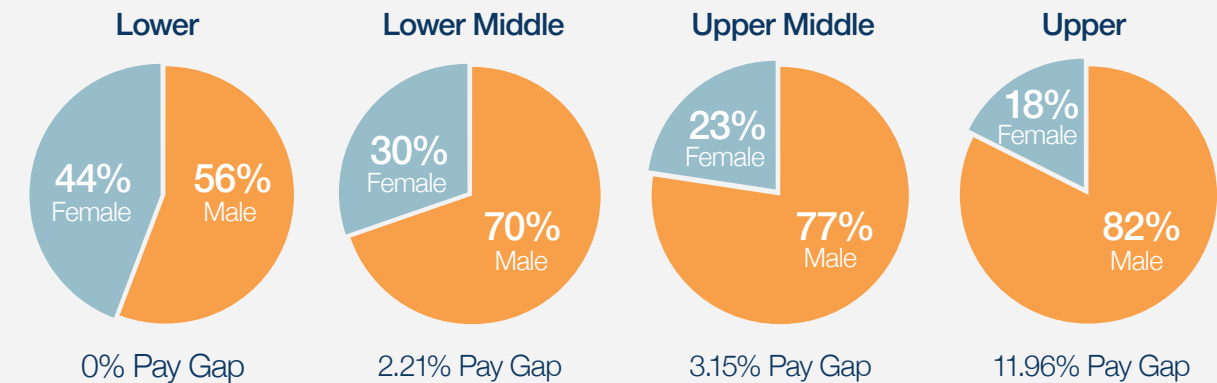
We have a clear gender split within our business. This is a trend which is replicated in our sector across the UK. Due to this, there is a greater proportion of males in more senior roles than females, which not only creates a gender pay gap but also means we are impacting our true diversity of thought. We are playing our part in trying to change that, in order to achieve a better gender balance.

Our gender pay gap results are a reflection of our gender imbalance rather than a pay imbalance.

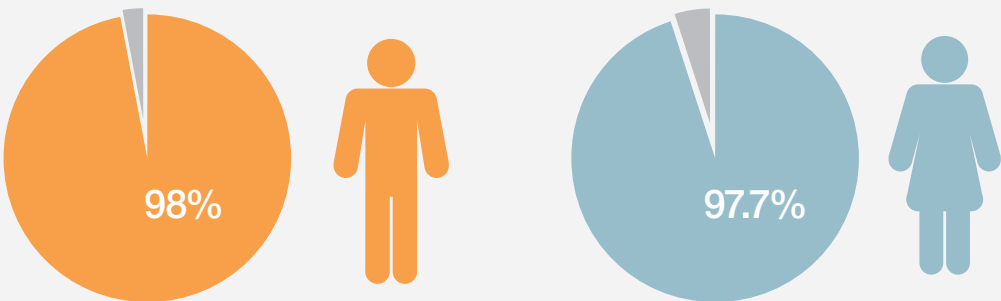


Proportion of Associates by Gender

### Pay Quartiles



The above pie charts illustrate the gender pay gap (median) within 4 evenly distributed quartiles of our business. It is important to us to treat our employees fairly; therefore 100% of our associates are eligible for an annual bonus.



From April 2016-17, the % of those in receipt of a bonus was 98% of males and 97.7% of females.

Since 2014, Kohler Co. has been driving forward with its diversity and inclusion strategic plan. In the UK we are aligned and committed to achieving this plan. As part of our commitment to both enhancing and supporting our diverse workforce we will:

- Trial a new recruitment process that further promotes inclusiveness, opens us up to new talent pools and focuses on what we need as a business to bring a difference
- Build upon our STEM and early careers programme that aims to engage both males and females in Manufacturing and Engineering at an early age
- Continue to support women in the business through the offering of women in leadership programmes

We are confident that as work continues on the diversity and inclusion plan, our gender pay gap statistics will continue to improve and the gaps will reduce. We believe that diverse teams can deliver the best performance. So, to achieve our vision and to be a truly successful business, we are seeking applications from high quality people whose backgrounds, experience and identity broadens and enhances the diversity of our existing team.

Liz Hazeldene, Managing Director  
Kohler Mira

Ash Meakins, HR Director  
Kohler Mira

\*The gender pay gap calculations for the mean bonus do not take account of pro-rating bonuses for part-time staff. 28.8% of the females who received a bonus for the bonus period 6 April 2016 to 5 April 2017 worked part-time and therefore their bonus was pro-rated. This has caused our mean bonus gender pay gap to be distorted. This is further illustrated by the fact that our median bonus gap is much lower than the mean bonus gap.

\*Whilst 100% of our associates are eligible for a bonus, our bonus period is January-December and therefore anyone joining in 2017 would not receive a bonus payment during the gender pay reporting period.

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THE BOLD LOOK  
OF **KOHLER**®

**mira**  
SHOWERS

**rada**