

2020 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. 800 associates based in Cheltenham, Gloucestershire (HQ), Worcester 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 38,000 associates across 6 continents.

This Gender Pay Report for Kohler Mira is based on data at 5th April 2020.

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 where everyone can achieve their full potential and have a commitment to our associates to foster a fair and respectful workplace. The gender pay gap shows the difference between the average (mean or median) earnings of men and women. The mean is the average and the median is the middle number when hourly rates are placed in order from lowest to highest; both calculations are expressed as a percentage of male earnings.

The gender pay gap is not the same as equal pay. Equal pay deals with the differences in pay which members of the opposite sex are paid differently, yet carry out the same work, similar work or work of equal value. 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; an internal equal pay audit conducted further demonstrated that we do not differentiate structurally on pay by who is filling the position. 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.

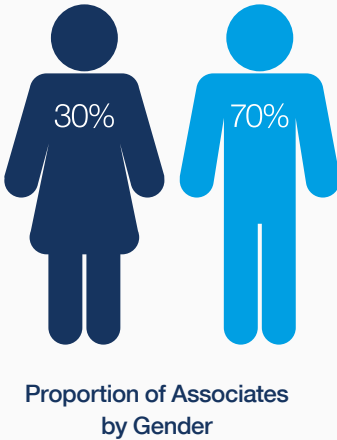
Pay and Bonus Gap

	Median	Mean
Pay Gap	24.26%	22.17%
Bonus Gap	14.28%	43.66%

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 2020.* It also captures the mean and median difference between bonuses paid at Kohler Mira during the year preceding April 2020.**

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.

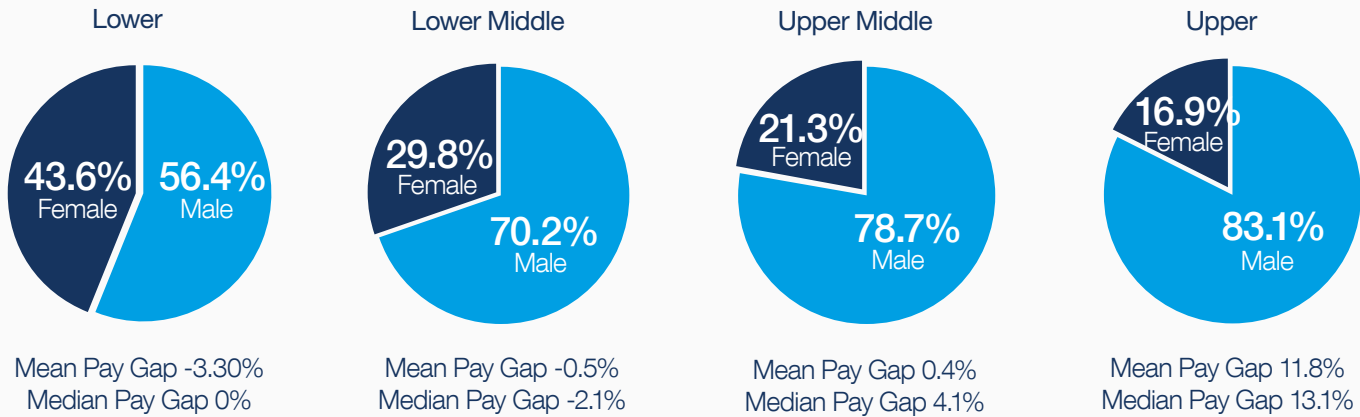
Our gender pay gap results are a reflection of our gender imbalance rather than a pay imbalance.



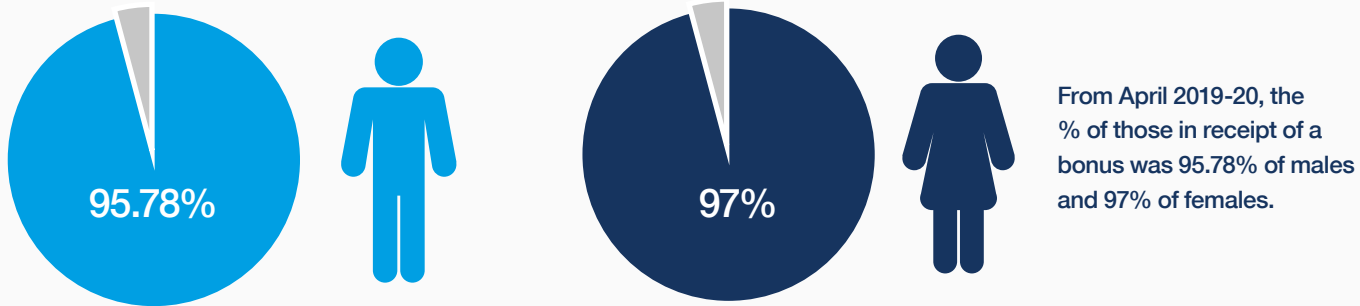
* 6.9% associates (54; 778) received 80% pay whilst on furlough leave on the snapshot date of reporting and were therefore removed from the data; this low number of associates affected by Coronavirus Job Retention Scheme and the amended calculation formulas resulted in inconsequential impacts to results.

**The gender pay gap calculations for the mean bonus do not take account of pro-rating bonuses for part-time staff. 23.6% of the females who received a bonus for the bonus period 6 April 2019 to 5 April 2020 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.

Pay Quartiles



The above pie charts illustrate the gender pay gap 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*.



Kohler Co. has a long-standing commitment to pay equality and diversity, and our employment decisions are based on principles of equal opportunity. The company is making progress on its diversity and inclusion strategic plan objectives. In the UK we are aligned and committed to achieving this plan.

Here at Kohler Mira, we are committed to creating a culture where diverse talent is welcomed. We want to encourage and attract new and diverse ways of thinking and create an environment where these can flourish. We will do this by:

- Ensuring diversity and inclusion is at the forefront when attracting and developing our talent pipeline
- Better understanding the data we have and implement a plan to improve our statistics
- Fostering an environment where equal opportunities are offered to all, barriers to progression are removed and where associates feel they can bring their true self to work

We will win by supporting every manager within the business to look at everything through the lens of 'have I created conditions where every person can contribute in their unique, meaningful way and feel safe and secure in doing so?'

The customer is changing and so is the way we shop. As a business, we should be reflective of the consumer voice in how we design, market, manufacture, sell and also service our products. We believe that diverse teams can help us to achieve this and deliver the best performance. 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.

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.

Craig Baker, Managing Director

*Whilst 100% of our associates are eligible for a bonus, our bonus period is January-December and therefore anyone joining in 2020 would not receive a bonus payment during the gender pay reporting period.

