

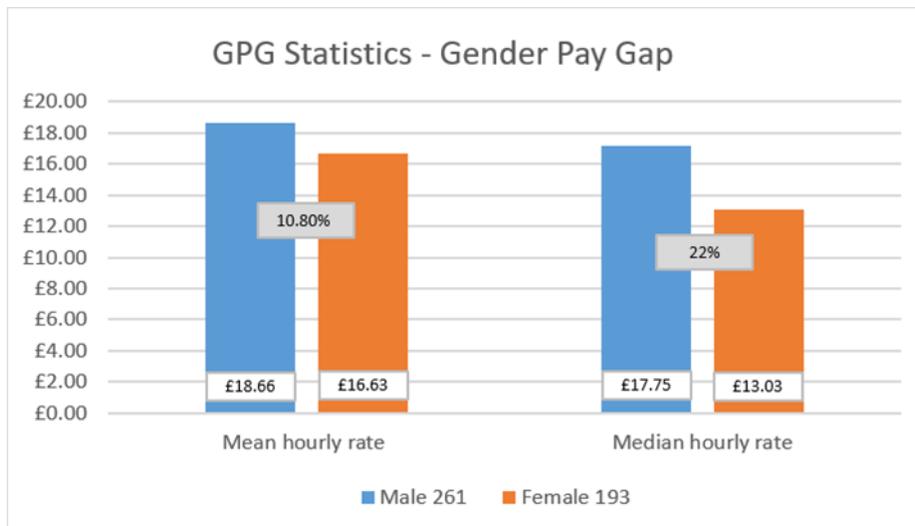
2019 Gender Pay Gap Report

Miele is an equal opportunity employer and is committed to transparency and fairness in providing salary and benefits packages.

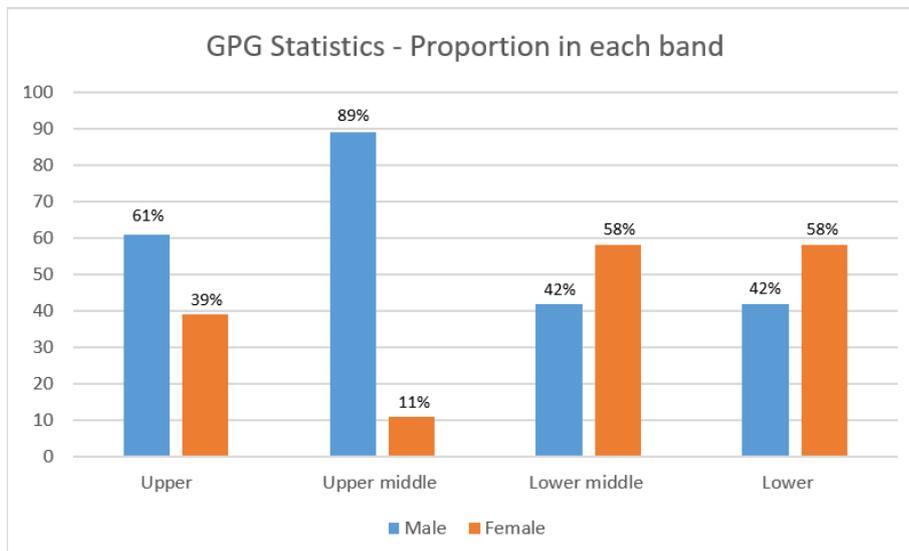
Miele have a job evaluation scheme, pay policy and system in place for setting pay levels. The process focusses on six grade levels which enables us to identify any inequality across comparable jobs within the company. We are confident that men and women are paid equally for doing the same job at Miele, however the greater proportion of men than women in senior roles is a key factor in the gender pay gap.

This year we are pleased to report a significant drop to our mean gap to 10.8%, which is significantly below the National average of 17.3%. (Office for National Statistics)

Headline gender pay gap figures



The gender pay gap is defined as the difference between the mean or median hourly rate of pay that male and female colleagues receive. The **mean pay gap** is the difference between average hourly earnings of men and women. The **median pay gap** is the midpoint salary between the highest and lowest salary.



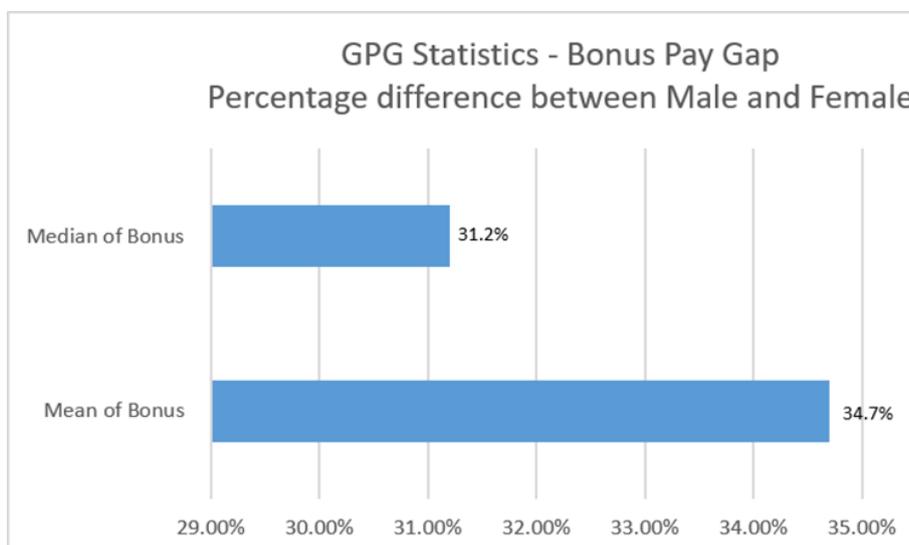
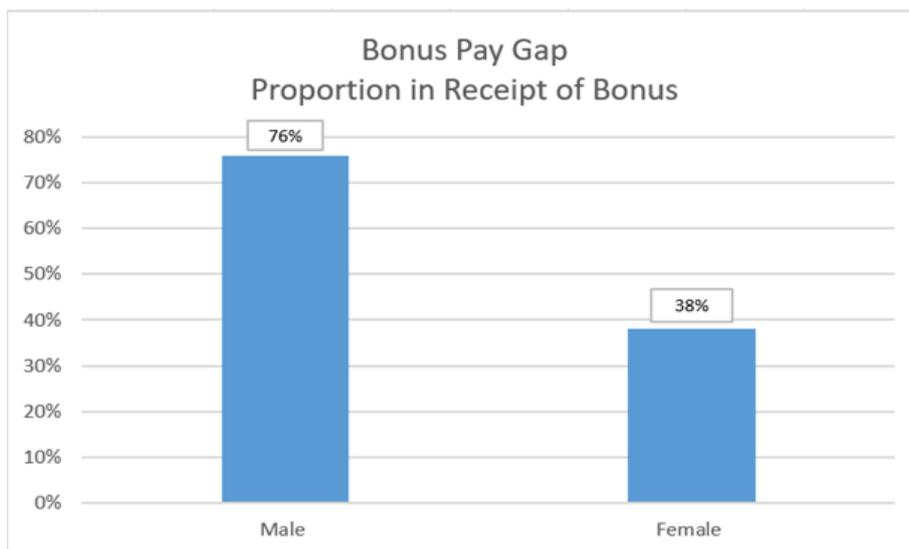
The split in each band shows the number of male and female colleagues divided into four quartiles. This shows graphically the higher proportion of men in the upper and middle quartile. Field service Technicians (99% male) is included in the upper middle quartile and the customer contact centre (mostly female) is in the lower quartile. These two areas account for more than 50% of our total employees.

In the year to 5th April 2019 there has been very little change in the percentage of males and females in the top three quartiles, the exception is the 8% increase to achieve 42% of men in the bottom quartile.

Bonus Pay

The percentage of bonus received by males and females decreased from the previous year. 12.5% less males received bonus and 51.5% less females. The reason for this being that fewer bonuses were paid in 2019.

The value of bonus paid to females is 34.7% higher than the value paid to males. This is a change from the previous year where men received a 34% higher rate of bonus pay than women. The reason for this is that the majority of females who received a bonus in 2019 held more senior roles than the majority of males who received bonus payment in this year.



Why do we have a gender pay gap?

We are confident that men and women are paid equally for doing equivalent jobs across Miele. The main reason for the gender pay is the imbalance of male and female roles. The mean gender pay gap among all employees within the economy is 17.3% (data obtained from the office of national statistics).

This is a slight national decrease from 2018 which reported a figure of 17.9%. At 10.8% we are sitting well below the national figure. This is a significant drop for Miele from 2018 where we reported a figure of 19.6%.

This drop is mainly due to an increase of men in the lower quartile and a gender shift at Leadership Team level. One of the key factors is the increase of males in our Customer Contact Centre (CCC), in 2018 there were 26 males in the CCC compared to 32 in 2019 – this is a 23% increase of males recruited into the Contact Centre.

What is Miele doing to close the gender pay gap?

Miele is committed to monitoring and where possible making active interventions to help redress the gap.

Miele also recognises that its scope to act is limited in some areas, we have for example no direct control over individual choices regarding study, career break or the career choices that are made.

To date, the steps that Miele have taken to promote gender diversity in all areas of its workforce include the following:

- In order to identify any barriers to gender equality and inform priorities for action, Miele continue to use gender monitoring and management information on diversity.
- Recruitment practices and training; all managers complete a one day recruitment course which includes bias training.
- Pay and benefits policy – Miele continues to evaluate every new job that is created in order to determine a fair pay band based on the requirements on the role. The policy is reviewed annually and shared with all employees.
- Greater use of apprenticeships and trainee positions, while this may not remove the pay gap it is aimed to encourage more young people into the Organisation and opens up alternative opportunities.

Miele will continue to report on the Gender Pay Gap on annual basis and are committed to implementing initiatives that are appropriate and supportive of decreasing the gap. We accept that not all measures will have an immediate impact but we will continue to report on the progress that is being made.

Any initiatives that are launched during the year will be reported on the Company intranet.

John Pickering
Managing Director Miele GB, Ireland and South Africa