

# Our 2022 Gender Pay Gap Report

It is a legal requirement for any organisation with over 250 employees to report their Gender Pay Gap. The Gender Pay Gap is the difference between the average rates of pay between men's and women's hourly pay across our organisation, expressed as a percentage, that is reported as a mean average and median average. In our 2022 report for dormakaba UK Limited, we are reporting mean and median pay gaps below the national average yet will still have differences between the genders.

	Mean	Median
Hourly Pay	8.85%	9.66%
Bonus Pay	18.37%	-81.40%

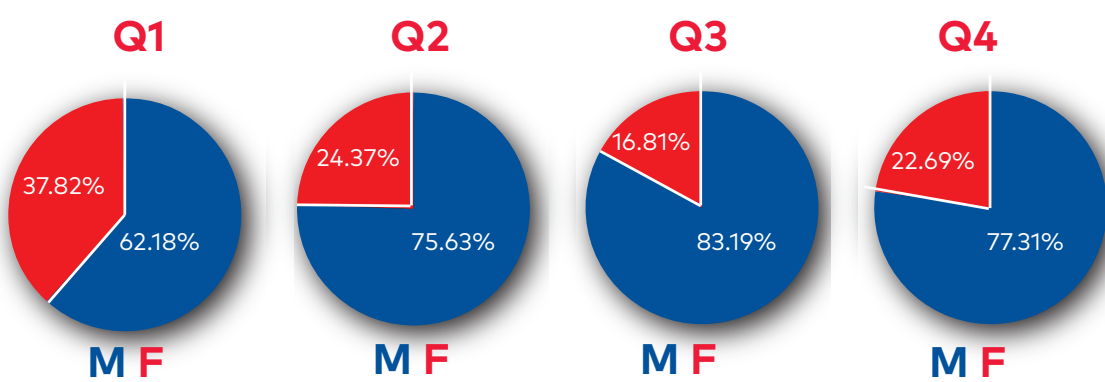
As mentioned in our previous reports, we are trying to improve the male to female ratio across the organisation.

The year to April 2022, we implemented the Real Living Wage as an employer, to reduce the pay gap amongst our lower earners. This resulted in the gender pay gap decreasing by 1.45% from 10.30% to 8.85%. Our median pay gap has also slightly decreased this year, from 9.8% to 9.66%.

Gender Diversity is a key part of the dormakaba Group Sustainability Strategy. Our target is to ensure that at least 1 in 3 of our global management teams are female by 2027. We are delighted to confirm that in 2022, the UK had achieved this target.

## QUARTILES

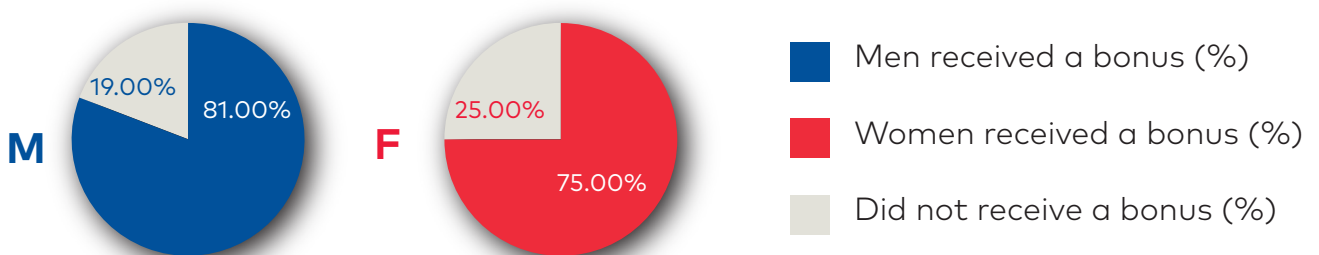
The following illustrates the proportion of men and women in each of the four equally sized quartiles required for Gender Pay Gap reporting requirements.



Female employees are 25% of our total workforce. We believe that the gap in hourly pay is caused by an under representation of females in Q2 - Q4, given we operate in a male dominated industry, and an overrepresentation of women in Q1, due to most administration roles sitting within this quartile, which historically attract more female applicants.

## BONUS of our workforce

Over recent years we have been standardising our bonus offering across the business, as a result, we have seen an increase in the proportion of women receiving a bonus, to 75%.



I confirm that the information contained within this report is accurate.



**Tracey Storr**  
Deputy Vice President, HR  
UKI, SSA, NL