

# Our 2020 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 2020 report for Dorma 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	12.6%	12.1%
Bonus Pay	18.1%	-73.5%

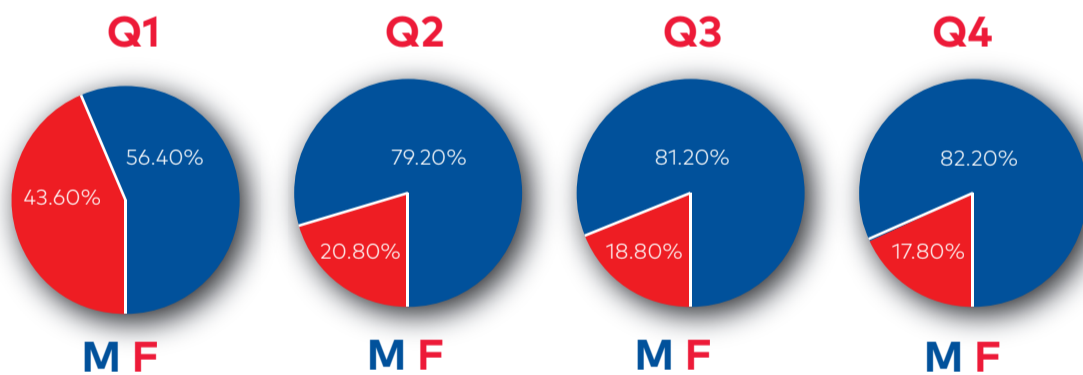
As mentioned in our previous reports, we are trying to improve the male to female ratio across the organisation. We implemented a revised approach to our external employer branding, featuring employees from within our business who represent diverse backgrounds, in order to encourage more applicants from minority groups for our external vacancies. However, as we operate with a large field-based engineering team, in a male dominated sector, it is a challenge for us to attract female talent into the business.

The year to April 2020, was affected by external market pressures on engineering staff turnover and subsequently salaries were increased in these areas in order to retain staff. This has impacted on the overall mean pay gap increasing it by 2.5% to 12.6%. Although there has been an increase in the mean and median gender pay gap this year, we are confident that the men and women across the business receive equal pay for equal work.

In January 2020, we conducted a diversity survey on the experiences of men and women working in our organisation as part of our gender diversity initiative. We have utilised the feedback from our employees to create a plan of interventions to support the talented women in our business to thrive and progress within the organisation.

## QUARTILES

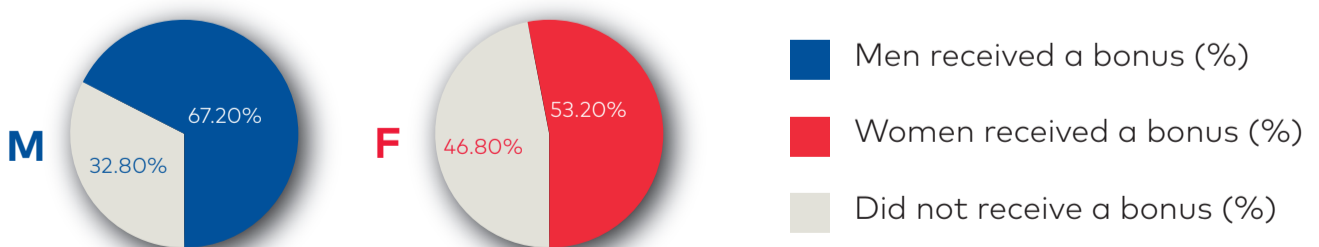
The following illustrates the proportion of men and women in each of the four equally sized quartiles required for Gender Pay Gap reporting requirements.



Female employees remain at 25% of our total workforce. We believe that the gap in hourly pay is caused by an under representation of females in Q2 - Q4, for the reasons described above, 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, up 10% to 53.2% since the 2019 report.



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



dormakaba 

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