



HOWDENS

Gender Pay Gap Reporting - April 2021 Statutory disclosures

Howdens is made up of Howden Joinery Corporate Services Ltd, Howden Joinery People Services Ltd and Howden Joinery Ltd. Although Howden Joinery People Services and Howden Joinery Ltd are the only entities that meet the criteria for mandatory reporting, all entities are included in the reporting below.

		Howden Joinery Group		HJ People Services		Howden Joinery Ltd	
		Mean	Median	Mean	Median	Mean	Median
Gender pay gap		13.5%	4.5%	8.5%	12.6%	9.5%	0.7%
Gender bonus pay gap		22.7%	7.2%	13.9%	8.8%	29.2%	10.5%
		Male	Female	Male	Female	Male	Female
% colleagues receiving a bonus		87.2%	86.3%	87.9%	87.8%	87.0%	86.2%
Proportion of colleagues in each quartile band	Upper	77.7%	22.3%	87.8%	12.2%	71.7%	28.3%
	Upper Middle	70.8%	29.2%	88.0%	12.0%	65.3%	34.7%
	Lower Middle	65.7%	34.3%	88.4%	11.6%	63.9%	36.1%
	Lower	70.5%	29.5%	73.9%	26.1%	71.4%	28.6%

I confirm that the information and data reported is accurate as of the snapshot date 5 April 2021.

Kirsty Homer
Group HR Director