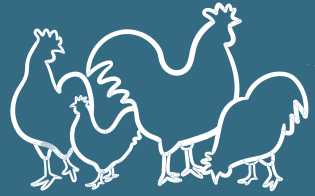




HOWDENS

Gender Pay Gap Report 2024





Worthwhile
for ALL concerned

Worthwhile for ALL concerned

Howdens was founded on the principle that the business should be worthwhile for all concerned – customers, prospective customers, homeowners, tenants, local communities, our suppliers, our investors, our staff and their families. This is part of our culture and reflects how we embrace difference.

We want to be famous for being Worthwhile for ALL concerned, a place where everyone is welcome and has the opportunity to thrive. A place where everyone can give the best of themselves, where employees and the business succeed together.

Guy Eccles
Group HR Director



Our Gender Pay Gap



Guy Eccles
Group HR Director



Our gender pay gap has remained relatively static since 2023, with a small 0.3% increase on the median.

The main contributing factors to our pay gap are:

- We have more women in part-time roles, although the percentage of males in part-time roles has increased again this year.
- As is typical in most businesses, men are more represented in business areas such as manufacturing, logistics, and technology. Some of these roles also attract unsocial hours premiums, which affects our pay gap.
- A higher percentage of men in the most senior and, therefore, highest-paid roles.

We have continued to have Gender as one of our diversity priorities this year and this report highlights the progress we have made.

I can confirm that the information and data reported is accurate as of 4th April 2024.



We have continued to make progress on our inclusion agenda, aiming to ensure our culture and workplace is worthwhile for ALL. We are proud to have achieved our Menopause Friendly Workplace accreditation in 2024, based on fantastic work led by our Gender Working Group members. We continue to see the benefits of this work with the right support and training in place for our employees and managers available when they need it.

We have had a strong webinar programme as part of our wellbeing calendar. In addition to sessions focussed on Menopause and women's cancers, we have also had a broader programme for all employees linked to general health and wellbeing, mental health, and men's cancers.

International Women's Day is now a highlight of our calendar. This last year, we held a week-long series of webinars hosted by women across the business who shared inspiring career or personal achievement stories.

Our Exec and Senior Leaders also hosted local lunches across our business to talk to employees about the barriers to progression for women in our business.

We are pleased that we have a strong pipeline of females for management roles in our Depots. Our continued focus is on ensuring our workplaces are worthwhile for ALL, with a particular focus on development and succession into specialist, management and leadership roles.



Julian Lee
Operations Director and Exec Sponsor
for the Gender Working Group



For me, working at Howdens means feeling empowered to make a difference and being recognised for my contribution. It's amazing what simple elements of a company's culture can do for your career, personal growth and job satisfaction. Howdens has definitely been worthwhile for me.

Bijal Chowdhury
Senior Commercial Finance Manager



Understanding Howdens Gender Pay Statistics

Our Employee Population



We have
11,715
employees

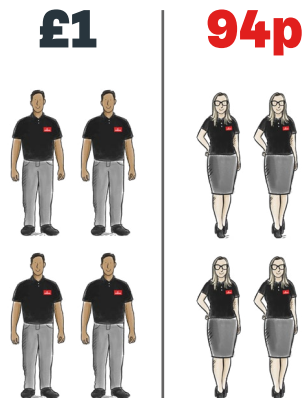


Our Pay Gap

Our pay frameworks
support equal pay
for same value roles



We have **5.4% pay gap**
at the median point of
our salaries*



*Contributing Factors

We have **more women**
in part-time roles



Some business areas have
a **higher representation**
of men



Logistics

Manufacturing



Information Systems

We have **more men**
in the highest paid roles



% of employees in upper pay quartile

■ Male ■ Female

Statutory Disclosure Howdens 2024 Gender Pay Gap



Here we provide a more detailed breakdown of our figures and report these for both Howden Group, which includes all our employees, and for statutory reporting purposes, Howden Joinery Ltd, which is the main legal entity that makes up Howden Group.

		Howden Joinery Ltd		Howden Group	
		Mean	Median	Mean	Median
Gender pay gap		7.6%	5.4%	7.9%	5.4%
Gender bonus pay gap		17.1%	7.7%	17.6%	7.8%
		Male	Female	Male	Female
Percentage of employees receiving a bonus		87.5%	87.4%	87.5%	87.4%
Proportion of employees in each quartile band	Upper	78.6%	21.4%	78.6%	21.4%
	Upper middle	71.5%	28.5%	71.5%	28.5%
	Lower middle	66.4%	33.6%	66.4%	33.6%
	Lower	65.3%	34.7%	65.3%	34.7%