

Gender Pay Gap Report

APRIL 2020

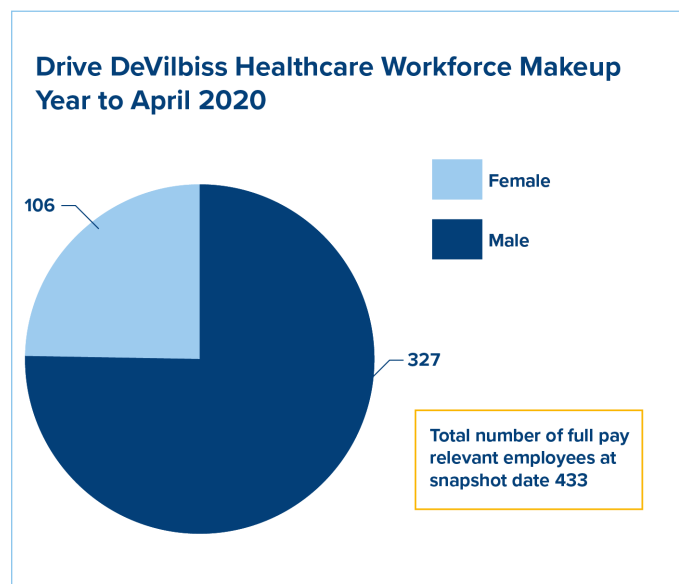
Variance between Male and Female Employees

	Mean	Median
Hourly Pay Rate	-0.07%	-4.27%
Bonus Payments	50.11%	57.23%

This data was taken based on a snapshot date of **5th April 2020**.

The above data illustrates the overall difference in pay between men and woman based on hourly rates of pay and the differences in bonuses paid. This has been worked out using mean and median and shows that women were paid 0.07% higher than men based on the mean hourly pay rate and the median hourly pay rate was 4.27% higher.

Proportion of Male & Female Employees



The Company is committed to equal opportunities for all employees. At the snapshot date Drive, in the UK employed, 433 employees who were classed as 'full pay relevant' for the purposes of the Gender pay gap review within both the Manufacturing and Service Divisions. As noted in the above chart the business is somewhat male dominated. Of the 433; 24.5% were female and 75.5% were male.

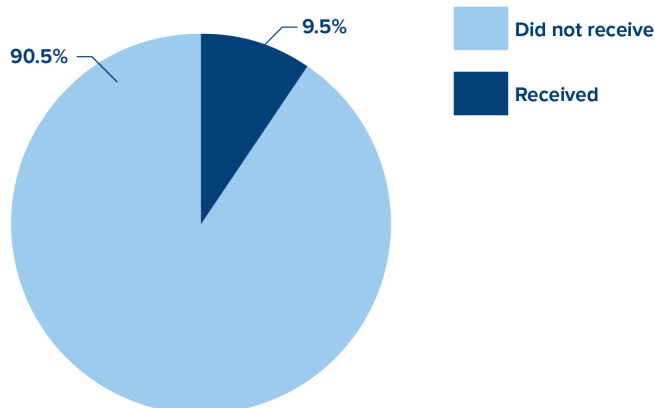
Full pay relevant employee refers to employees on full pay at the snapshot date but excludes employees on annual leave, sick, special leave, maternity/paternity/parental, and adoption leave and other types of leave.

Bonus Payments

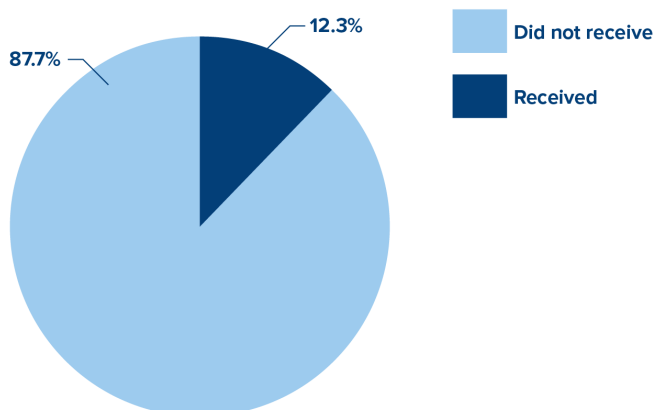
In terms of bonuses which were paid to employees at Drive DeVilbiss Healthcare, it shows that men were paid 50.11% higher than women based on the mean bonus pay of all relevant employees who were paid a bonus during the 12-month period ending 5th April 2020. The median bonus pay for men was 57.23% higher than women, for the same period.

However, as the charts below illustrate that there were a greater proportion of female employees awarded a bonus (12.3%) compared to male employees (9.5%) over the same period.

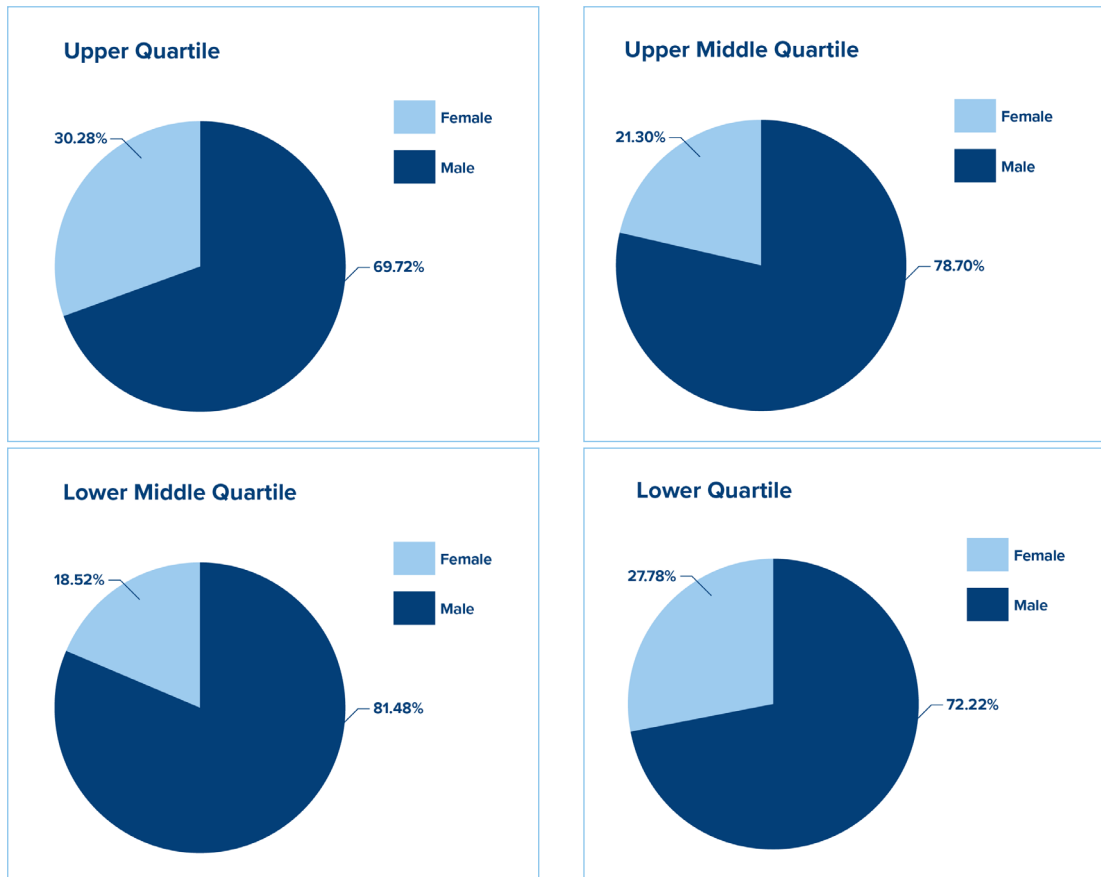
Proportion of Male Employees Awarded a Bonus During the Year to April 2020



Proportion of Female Employees Awarded a Bonus During the Year to April 2020



Pay Quartiles



The above charts illustrate the gender distribution at Drive UK across four equally sized quartiles, each containing 108 employees.

Key points of note are:

- In the Highest quartile the average hourly rate of women was 15.9% lower than men
- Within the two middle quartiles the difference between the average hourly rates of pay for men and women was within 1.8% either way
- Within the lowest quartile women are paid at an average hourly rate which is 0.3% higher than male employees.

Overall Summary

- The Company is committed to equal opportunities for all employees. Drive employs a large proportion of employees within Manufacturing and Service, both are somewhat male dominated.
- Manufacturing and Service – typically these functions attract more males to our workforce, this is demonstrated by the demographic and ratio split of male to female
- The difference between the mean and median rates of pay demonstrates that there is an even application to fair rates of pay.
- Those eligible for a bonus – Senior Managers and Sales personnel – the demographic shows that these posts are predominately held by males, so this is why the figures show a marked difference.