

# Gender Pay Gap Report

## APRIL 2021

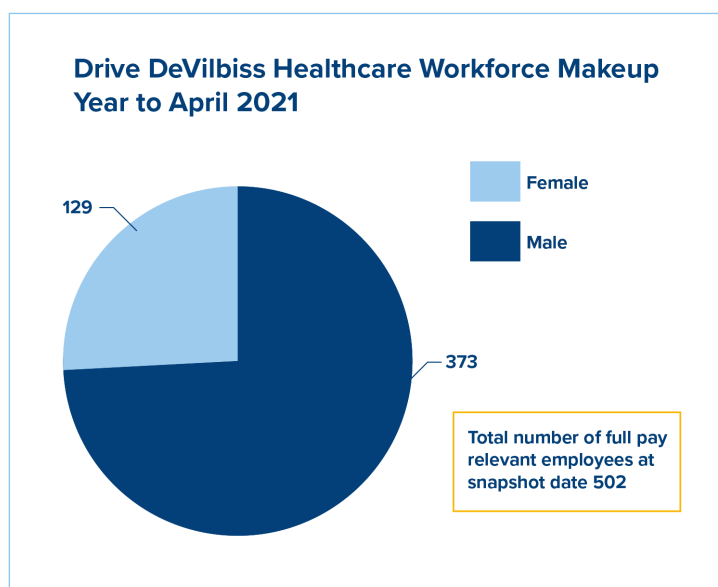
### Variance between Male and Female Employees

	Mean	Median
Hourly Pay Rate	-0.83%	-4.55%
Bonus Payments	43.32%	314.40%

This data was taken based on a snapshot date of **5th April 2021**.

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 0.83% higher than men based on the mean hourly pay rate and the median hourly pay rate was 4.55% 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, 502 employees who were classed as 'full pay relevant' for the purposes of the Gender pay gap review within both the Manufacturing and Service Divisions. Of the 502 employees, 25.7% were female and 74.3% were male.

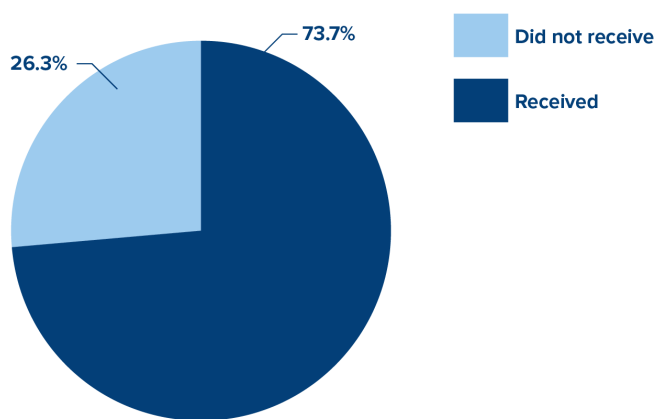
**Full pay relevant employee refers to employees on full pay at the snapshot date but excludes employees on annual leave, sick, special leave, maternity/paternity/parental, and adoption leave and other types of leave.**

## Bonus Payments

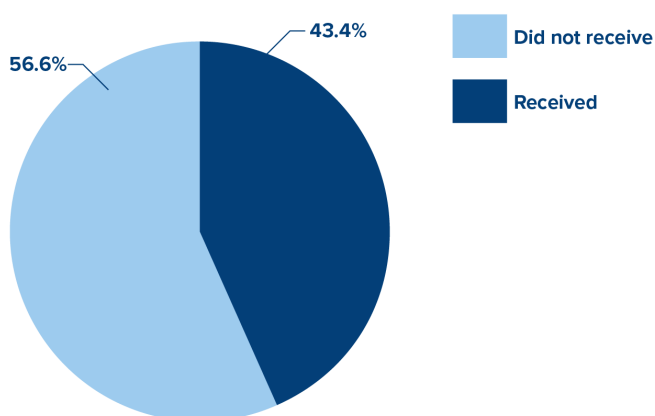
In terms of bonuses which were paid to employees at Drive DeVilbiss Healthcare UK, it shows that men were paid 314.4% higher than women based on the mean bonus pay of all relevant employees who were paid a bonus during the 12-month period ending 5th April 2021. The median bonus pay for men was 43.32% higher than women, for the same period.

The charts below illustrate that there were a greater proportion of male employees awarded a bonus (73.7%) compared to female employees (43.4%) over the same period. This is in contrast to prior year where a greater proportion of female employees received a bonus.

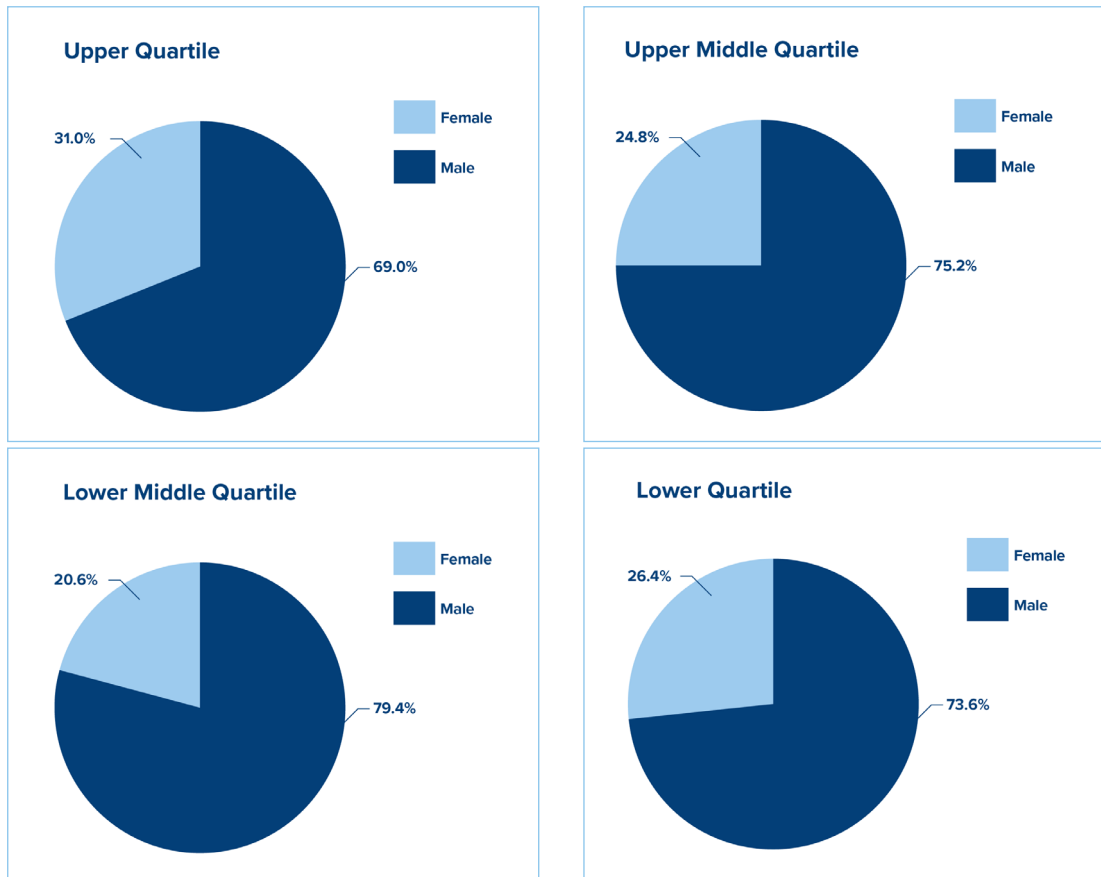
**Proportion of Male Employees Awarded a Bonus During the Year to April 2021**



**Proportion of Female Employees Awarded a Bonus During the Year to April 2021**



## Pay Quartiles



The above charts illustrate the gender distribution at Drive DeVilbiss Healthcare UK across four equally sized quartiles, each containing 126 employees.

### Key points of note are:

- In the Highest quartile the average hourly rate of women was 13.0% lower than men (2020: 15.9%)
- Within the two middle quartiles the difference between the average hourly rates of pay for men and women was within 1.9% either way, (2020: 1.8%)
- Within the lowest quartile the difference between male and female was 0.2% with men being paid very slightly more than women (2020: women were paid slightly more than men at 0.3% higher).

## Overall Summary

- The Company is committed to equal opportunities for all employees.
- Drive is made up of Manufacturing and Service Divisions, both are typically male dominated occupations. This is demonstrated by the demographic and ratio split of male to female.
- Both the mean and median figures demonstrate that there is a fair application to rates of pay.
- There are a few key points to highlight as to the main causes of the gap between what is received by male and females who are eligible to receive a bonus. The main bonus scheme is only eligible for Senior Managers and Sales personnel. The demographic of the Sales personnel is made up predominantly of male employees and the commercial bonus structure allows a higher percentage of salary. Another point to highlight regarding the cause of the gap in bonus pay is that typically, those who hold very senior / Director level posts are currently occupied by male employees and their bonus is based on a percentage of their salary.
- However, during the period in question there was a Covid bonus introduced which increased the number of employees eligible to participate in a bonus. Again, predominately the number of male employees that participated was proportionally higher than female employees due to the nature of their roles.
- The significant 314.4% disparity between male and female employees as regards the median bonus paid is due to the mix of senior management and sales employees when the Covid bonus pool of employees were included.