

Legrand Electric Limited Payroll Gender Pay Gap Report 2020 - Submitted to Gov.UK Gender Pay Service

Original data sources:

- a) APD Freedom Payroll System - 2019/20 Pay Period 12
- b) ADP EzLabor Time & Attendance System - 2019/20 Pay Period 12
- c) 2019 Sales & KPI Bonus Tracker

All figures transferred from Full Gender Pay Report 2020:

	Relevant Employees		Full-pay Employees		Bonus
	No. Employees All	747	603	732	
No. Employees (M)	508		427	497	
No. Employees (F)	239		176	235	

7) Proportion of Males & Females in each Quartile Pay Band

- Lower Quartile
 - A. Number of male full-pay relevant employees 78.00 **51.7%**
 - B. Number of female full-pay relevant employees 73.00 **48.3%**

- Lower Middle Quartile
 - A. Number of male full-pay relevant employees 99.00 **65.6%**
 - B. Number of female full-pay relevant employees 52.00 **34.4%**

- Upper Middle Quartile
 - A. Number of male full-pay relevant employees 115.00 **76.7%**
 - B. Number of female full-pay relevant employees 35.00 **23.3%**

- Upper Quartile
 - A. Number of male full-pay relevant employees 135.00 **89.4%**
 - B. Number of female full-pay relevant employees 16.00 **10.6%**

1) Mean Gender Pay Gap

- A. Mean hourly pay rate of all male full-pay employees vs. 35.8%
- B. Mean hourly pay rate of all female full-pay employees

2) Median Gender Pay Gap

- A. Median hourly pay rate of all male full-pay employees vs. 37.9%
- B. Median hourly pay rate of all female full-pay employees

3) Mean Bonus Gender Pay Gap

- A. Mean bonus pay of male relevant employees receiving bonus vs. 57.8%
- B. Mean bonus pay of female relevant employees receiving bonus

4) Median Bonus Gender Pay Gap

- A. Median bonus pay of male relevant employees receiving bonus vs. 62.5%
- B. Median bonus pay of female relevant employees receiving bonus

5) Proportion of Males Receiving Bonus

- A. Number of male relevant employees paid bonus /
- B. Total number of male relevant employees

97.8%

6) Proportion of Females Receiving Bonus

- A. Number of female relevant employees paid bonus /
- B. Total number of female relevant employees

98.3%

8) Written Statement:

This gender pay gap report covers all relevant Legrand Electric Limited employees who were in the Company's employ on the 2020 snap shot date. The data used is actual pay and attendance information from the Company's Payroll, T&A and Annual Bonus records.

The gender pay results herein are an accurate record of the Company's position at the snap shot date and are a direct reflection of the way the Company has developed, both organically and through its' many business acquisitions, over its' many years of operation within a traditionally male dominated industry.

The Legrand Group and Legrand Electric Limited is committed, through its' CSR strategy, and active, through its' Elle @ Legrand activities, to addressing inequalities and improving work conditions within its' UK work places. Initiatives to encourage and attract women to join our industry and hopefully our company, along with actions to encourage and help those who are already with us to stay and develop, are core objectives. The Legrand Group is also signed up to the Women's Empowerment Principles (WEPs), fostered by the United Nations - Global Compact and UN-Women, which is another clear indicator of how seriously the Company takes matters of gender equality.

Report approved by:



Peter Beddall - HR Director

Sep-21