

Gender Pay Gap Report - Legrand Electric Limited (All Legrand UK Payroll) - 2021

Figures transferred from detailed gender pay analysis:

Original data sources:

- a) APD iHCM Payroll System - 2020/21 Pay Period 12
- b) ADP Realtime Time & Attendance System - 2020/21 Pay Period 12
- c)

	Relevant Employees	Full-pay Employees	Bonus	Hourly Pay
No. Employees All	654	538	627	
No. Employees (M)	461	389	441	
No. Employees (F)	193	149	186	
£ Relevant Emp All			3078395.05	11792.97
£ Relevant Emp (M)			2540171.67	9219.65
£ Relevant Emp (F)			538223.38	2573.32
£ Full Pay Emp All				10672.02
£ Full Pay Emp (M)				8467.10
£ Full Pay Emp (F)				2204.92

1) Mean Gender Pay Gap

A. Mean hourly pay rate of all male full-pay employees	8467.10	÷	389	21.77
B. Mean hourly pay rate of all female full-pay employees	2204.92	÷	149	14.80
				(A - B ÷ A x100) 32.01%

2) Median Gender Pay Gap

A. Median hourly pay rate of all male full-pay employees	389	÷	2 =	195	18.39
B. Median hourly pay rate of all female full-pay employees	149	÷	2 =	75	11.44
					(A - B ÷ A x100) 37.82%

3) Mean Bonus Gender Pay Gap

A. Mean bonus pay of male relevant employees receiving bonus	2540171.67	÷	441	5760.03
B. Mean bonus pay of female relevant employees receiving bonus	538223.38	÷	186	2893.67
				(A - B ÷ A x100) 49.76%

4) Median Bonus Gender Pay Gap

A. Median bonus pay of male relevant employees receiving bonus	441	÷	2 =	221	250.00
B. Median bonus pay of female relevant employees receiving bonus	186	÷	2 =	93	250.00
					(A - B ÷ A x100) 0.00%

5) Proportion of Males Receiving Bonus

A. Number of male relevant employees paid bonus				441.00
B. Total number of male relevant employees				461.00
				(A ÷ B x100) 95.66%

6) Proportion of Females Receiving Bonus

A.	Number of female relevant employees paid bonus	186.00	
B.	Total number of female relevant employees	193.00	
		(A ÷ B x100)	96.37%

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

Lower Quartile (4)	A.	Number of male full-pay relevant employees	75.00 (A ÷ C x100)	55.56%
	B.	Number of female full-pay relevant employees	60.00 (B ÷ C x100)	44.44%
	C.	Total full-pay relevant employees	135.00	
Lower Middle Quartile (3)	A.	Number of male full-pay relevant employees	89.00 (A ÷ C x100)	66.42%
	B.	Number of female full-pay relevant employees	45.00 (B ÷ C x100)	33.58%
	C.	Total full-pay relevant employees	134.00	
Upper Middle Quartile (2)	A.	Number of male full-pay relevant employees	106.00 (A ÷ C x100)	79.10%
	B.	Number of female full-pay relevant employees	28.00 (B ÷ C x100)	20.90%
	C.	Total full-pay relevant employees	134.00	
Upper Quartile (1)	A.	Number of male full-pay relevant employees	119.00 (A ÷ C x100)	88.15%
	B.	Number of female full-pay relevant employees	16.00 (B ÷ C x100)	11.85%
	C.	Total full-pay relevant employees	135.00	

8) Written Statement:

This gender pay gap report covers all relevant Legrand Electric Limited employees who were in the Company's employ on the 2022 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 are committed, through their CSR strategy, and actively, through the Elle @ Legrand activities, to addressing inequalities and improving working conditions within all UK & Ireland 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 are other clear indicators of how seriously the Company takes matters of gender equality.