

Vax Gender Pay Gap Reporting 2021

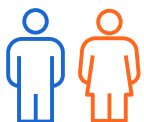
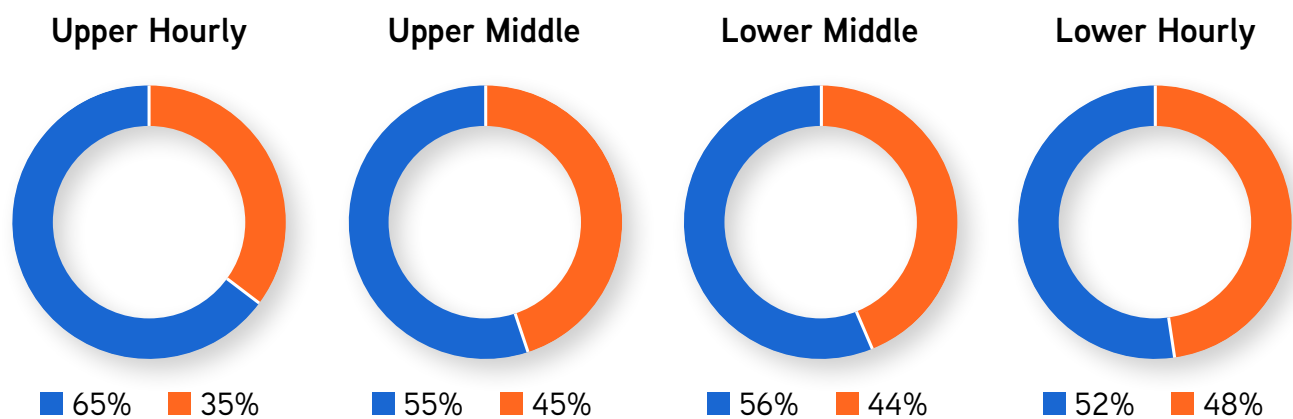
Vax Ltd recognises the importance of closing the gender pay gap and continually take proactive steps to close this gap. Within Vax 42% of our population identify as female and we are proud to have a 50% female representation on the Senior Executive Team.

Our New Product Development function makes up a significant proportion of our population. Engineering remains a male dominated industry (UK) and we aim to encourage more women into the field with STEM initiatives.

Our Warehouse function also makes up a significant proportion of our population. Whilst there are more steps to be taken from an attraction perspective, we recognise that this sector overall is dominated by males.

It is important to note that gender pay is not the same as equal pay. Equal pay is about men and women receiving the same pay for a similar role or role of equal value. The gender pay gap is the difference in average pay between all men and women within the workforce.

Our Company findings for the snapshot date of 5th April 2021 are as follows:



The above chart illustrates our workforce in four pay groups showing the male and female split.

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	Mean	Median
Hourly Pay Gap	▼ 8.5%	▼ 9.2%

The average pay gap in the UK for 2021 sits at 15.4% which shows us a downward trend from the 17.4% UK average reported in 2019.

	Mean	Median
Bonus Pay Gap	▼ 42%	▲ 13%

78% of relevant male employees received a bonus and 84% of relevant employees who are females received a bonus. Females are proportionately more likely to receive a bonus.

I confirm that the data reported is accurate and has been reported in line with the gender pay gap regulations 2017.

David Winterbottom - President TTI Floorcare EMEA