

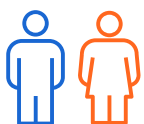
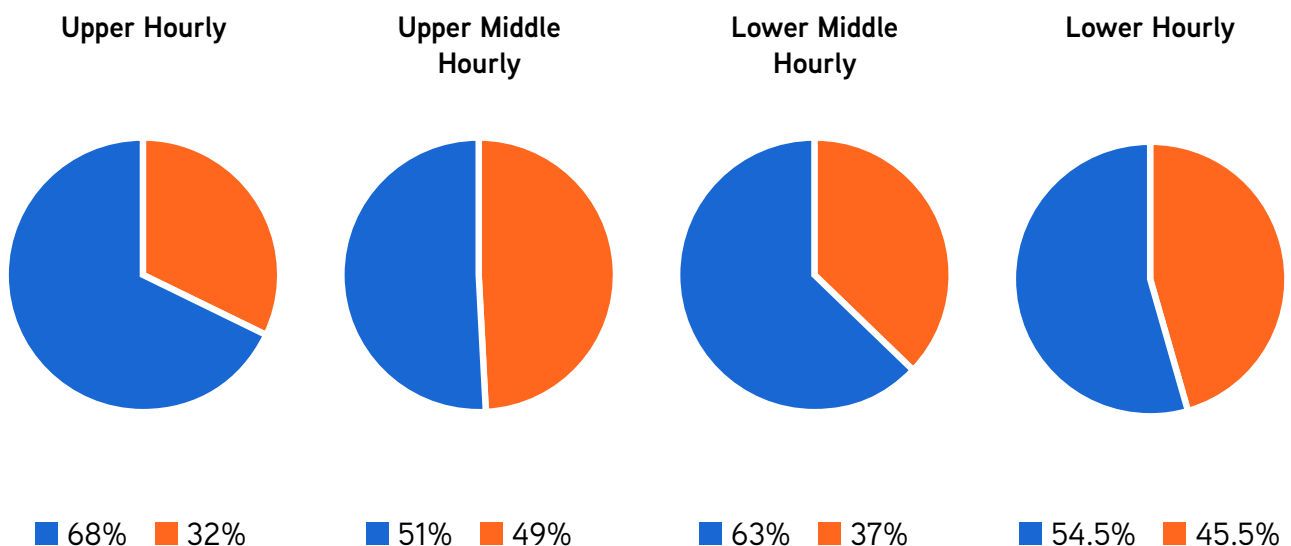
# Vax Gender Pay Gap Reporting 2023

Vax continues to recognise the importance of taking steps to close the gender pay gap, ensuring that both males and females are represented at all levels and in all skill sets where possible. When we hire, our primary focus is to ensure that the talent we bring in have the necessary skills and abilities required to perform the job.

In this reference period, our company comprises of 41% females overall, and our Senior Management Team consists of 58% females.

It is important to note that gender pay legislation differs from 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 2023 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 |
|-----------------------|---------|--------|
| <b>Hourly Pay Gap</b> | ▼ 10.3% | ▼ 0.2% |

When comparing the mean (average) hourly pay, women's mean hourly pay is 10.3% lower than men's.

In our organisation, women earn 99p for every £1 that men earn when comparing median hourly pay.

|                      | Mean    | Median |
|----------------------|---------|--------|
| <b>Bonus Pay Gap</b> | ▼ 39.8% | ▲ 4.2% |

At the time of the snapshot 86.6% of females received a bonus compared to 82.6% of males. When comparing the average (mean) bonus pay women earn 39.8% lower than men. When comparing median bonus pay, men earn £1 for every £1.04 that women earn.

We confirm that the data is accurate and has been reported according to the requirements of the Equality Act 2010 (Gender Pay Gap Regulations 2017).

David Winterbottom - President TTI Floorcare EMEA

